JOINT REFERENCE LIBRARY

Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 7. Vol. XXIII. JULY, 1944 THREEPENCE

HOW CAN WE HELP OUR FIGHTING MEN?
— Page 123

NOTES AND COMMENTS

Beating the "Doodlebugs"

IF, in launching his "secret weapon" at Southern England at a time when it is serving as base for invasion, the enemy hoped to find our defences unprepared, he has been grievously disappointed. Although, as he doubtless calculated, civil defence establishment has been reduced and the average age has greatly increased since the "blitz" of 1940-41, the service has lost none of its efficiency, and it has been heartening in recent days to observe the speed with which "incidents" have been tackled, and the smoothness with which the whole organisation of rescue, casualty treatment, rehousing, and repair has worked.

In some parts of Southern England, of course, air attacks have never fully left off, and there A.R.P. workers have kept themselves fit for the job by doing it over and over again. In other areas, aerial warfare has been quiescent, or at most sporadic, for three years, and some rusting might have been feared. That it has not occurred has been due to the continuous and intensive training, the constant striving to learn from experience and to improve organisation and methods, and the employment of workers on "normal" jobs which are nevertheless associated with their civil defence functions. In this way the switch from "lull" to "blitz" duties has been made easy, and it can confidently be claimed that civil defence today is able to cope with far greater hazards and hardships than the "doodlebugs" have been able to inflict. That fact, allied to the most effective military counter-measures taken, has been largely responsible for the complete failure of the "secret weapon," to which the enemy has devoted so much ingenuity, time and labour, and upon which he has evidently pinned such high hopes, to have any significant effect either on the second front or on public morale, which never stood higher.

Training for Public Service

"BESIDES being told what their jobs are, people need to be guided into the right way to do them." This is the dominant theme of the recent report by the Committee on the Training of Civil Servants. (Cmd. 6525).

The activities and influence of government continue to expand and its agents come more and more into contact with the citizens; the need for raising the competence of officers and smoothing their relations with the public grows correspondingly. Public servants must "acquire the right attitude of consideration and sympathy towards members of the public," says the committee; but it adds an important rider—the public must accord a more generous appreciation to the work of the public service.

The committee, whose personnel included some leading staff representatives, has produced a witty and encouraging report. Its main principles will be of interest to the local government service as well as the civil service to which it more directly relates.

The organised training of public servants has long interested organisations of public officials, local as well as central. When NALGO submitted evidence to the Hadow Committee which reported in 1934, it drew attention to the fact that it held examinations for clerical officers which were recognised by local authorities; submitted proposals for improving the standards of vocational training and examinations; and recommended that local authorities should do more to help their officers to obtain qualifications by granting time to attend courses, financial help, and increments of salary for those passing appropriate examinations.

The Hadow Committee's report passed somewhat lightly over the subject of training, though it emphasised the advantages of examinations as a means for ensuring a good standard of recruit and advocated the extension of this system to the choice of candidates for promotion. It stressed the importance of mobility between departments and between the service of various authorities to give officers wide experience. That the committee appreciated the importance of training within the service seems evident from the fact that in its advocacy of the creation of establishment committees, it included training as one of the functions with which such committees should concern themselves.

NALGO's own policy on the subject is now under review, but it cannot be supposed that the Association's future attitude will be anything but favourable. Local government officers have two main motives for supporting the development of post-entry training: first, it is an essential means of fostering the efficiency of the service; and second, it tends to raise the value of local government service and so the financial appraisal of the officers' work. Much has already been done in local government: Mr. L. Hill, in his book, *The Local Government Officer*, remarks that "there is probably no other occupation or vocation in which a greater amount of intraining, study, and moving about for experience is practised." After detailing the encouragement to post-entry training given by NALGO, in various forms, Mr. Hill goes on to say: "Movement from authority to authority is the greatest asset we possess in training local government officers."

Whitleyism's Share

The civil service report does not cover the professional, technical, or manipulative grades, but is confined to the three main classes of the civil service, clerical, executive, and administrative. For all these grades, and for the service as a whole, it declares: "The more we have studied the matter, the more impressed we have become with the vital importance of training." And that, one may imagine, would go for the local government service too.

To remedy the lack of systematised post-entry training the committee proposes that the Treasury should exercise general control and should appoint a director of education and training, with departmental counterparts working under the several establishment officers. A significant recommendation on the organisation of training is that the Whitley machinery should be associated with the formation of training policy, both nationally and within each department; in other words, the committee realises that the scheme will work only if it enjoys the organised co-operation of the staff.

Change of Jobs Urged

If training is to be effective, the teachers must be wisely selected and the "pupils" must be capable of benefiting from what they are taught; as a means of ensuring the latter, the committee recommends a more drastic weeding out of misfits before the end of the probationary period of service. All new entrants should undergo a routine training, based on a document giving the traditions and aims of the service, the history and functions of the department, and a guide to office procedure. Instruction and practical experience of work should proceed side by side, so that the teaching does not become academic nor the work devoid of contact with the broader principles of administration which the instruction should inculcate. Transfer from one job to another should be frequent in the early years of service.

ON OTHER PAGES

	Page
Death of Sir Arthur Johnson	122
How can NALGO Help its Fighting Men?—by A. A. Garrard	123
New President and Vice-President	123
National Water Plan—by J. H. Warren	124
What "D-Day" Meant to One South Coast Town—by One Who Was There	125
For Four Years I Was Hitler's Prisoner—by Sgt. P. Morgan	126
Bombay City Council Meets in a Riot of Colourful Chaos—by Cpl. N. C. Rouse	127
I Was Only a Temporary Typist—but They Made Me Welcome—by J. Fraser	127
War Trials for the Hospital make Better Nurses—by Miss I. G. James	128
What Good is NALGO to the Woman Temporary?—by Angela Gaywood	128
Eight New Members of the N.E.C.	129
New Woman Organiser	129
Obituary	129
Annual Conference, 1944—by "Jackass"	130
At Random—by "Hyperion"	131
From My Bookshelf—by Edward Kay	131
Readers' Forum	132
A NALGO Diary—by "Abingdon"	133
Roll of Honour	134
Members in Birthday Honours	134
Scottish Notes	136
More than 200 Authorities Enter Whitleyism in Five Months	136
B. & O. Fund's £26,300	136
Salaries and Service Conditions	138
Second-hand Books Wanted	138

There follows an instructive section called "background training" in which the committee describes the methods which it has seen in business firms and in some public departments for giving the staff a better understanding of the activities of the concern to which they belong; instances are weekly discussion groups, talks by managers, periodical statements of policy by the management, the circulation of an office bulletin (like the Post Office Magazine which had an interest-value both among the staff and the general public), the provision of a departmental library, or the exhibition of films relating to the work. "Developments of this kind, says the committee, should not be hampered on grounds of expense; money spent on training will show a good return."

Compulsory Part-Time Education

In the realm of general education, the committee considers that the Government should arrange for the free, compulsory, part-time education of all civil servants up to the age of 18; should encourage them to acquire vocational training qualifications, allowing time off and paying fees; and should give every encouragement short of the payment of fees for non-vocational further education.

Applying its general principles to the various classes of the civil service, the committee finds little need for centralised or institutional training for the clerical, executive, or professional grades; for the administrative class, on the other hand, a central training organisation is proposed. The main features of the training scheme for administrative cadets (who form, of course, the recruiting ground for the most senior positions in the service) include central training, departmental discussions, talks, visits, etc., practical work in the department, attachment as private secretary to a Minister or senior official, experience in the "field" (i.e. away from the Whitehall or other central office) as well as other measures which call for more extended comment.

The Broader Vision

The first of these is the provision of a complete change of environment, normally in the early thirties, so that an officer may gain a broader vision and fresh experience. Such a break should be more profound than that associated with a change of job or even of department; it might take the form of secondment to outside business or to a local authority, or the grant of sabbatical leave for a year with pay to undertake study or research, at home or abroad. Associated with this idea is that of the administrative staff college, available not only for civil servants but for local government officers and business administrators. The committee considers that it would be difficult to formulate a curriculum of sufficient value to all such types and that the Government would not be justified in associating itself with the establishment of a staff college of so generalised a scope; nevertheless, if such a college were set up, the Government should not keep itself aloof—some civil servants should attend and the result might form the basis of judgment of its value.

It will be seen that many of the principles enunciated by the committee could be applied within the local government service, though their application would take different forms. The five main objects of training set out by the committee are of equal relevance to all forms of public administration; to produce an officer whose precision and clarity in the transaction of business can be taken for granted; to ensure that he is attuned to the tasks of a changing world; to guard him against the danger of being mechanised by the machine; to see that he is not trained solely for the job in hand but with an eye to future greater responsibilities; and finally, since most people must spend much of their working lives in routine occupations, training plans must pay substantial regard to staff morale.

Prices and Salaries

SIR JOHN ANDERSON'S description of his latest budget as "the mixture as as before" was not entirely accurate: by at least one innovation the Government's economic policy is liable to have important repercussions on the level of salaries and wages. It is proposed to allow the official cost-of-living index to rise by about 5 per cent, while the hint is given that tribunals and others concerned with fixing wages should call a halt in the upward trend. Sir John sought to justify this policy by arguing that it enabled prices to keep up with wages. This assumes that the cost of living index really measures the rise in price levels; in fact, of course, it does nothing of the kind, as is seen from the Treasury index of prices, published in the Budget White paper and now standing at 141 (as against 100 in 1938) while the Ministry of Labour index stands at 129. This, of course, is because the latter omits many essential items of expenditure, underweights others, and over-emphasises some which do not form an important part in current general expenditure.

Another defence of the new policy is that it is essential if inflation is to be avoided. There seems to be little real danger of any substantial price rise, but what tendency in this direction there is cannot be attributed mainly to wage increases. On a 1938 basis of 100, income from wages in 1943 stood at 168, from salaries at 124, and from interest and profits at 184.

Looking to the future, it is possible to see the possibility of a scramble for sharing out the higher national income which wartime economic conditions have brought into being. Mr. Oliver Lyttelton recently mentioned that industrial production had risen by 40 per cent since the war began. If the fruits of economic activity are justly shared among the various classes of society, this means that post-war reconstruction can be paid for on a proper scale while maintaining wage levels.

The Case for an Increase

On the division of that portion of the national income which goes into salaries and wages, the White Paper on employment has some informative things to say. Its aim is to maintain a high and stable level of employment after the war; the means is to ensure a uniform level of expenditure. This, says the White Paper, would be fruitless unless wages and prices were kept reasonably stable. Does this mean that, for example, local government officers must expect no improvements in their remuneration? Not necessarily. There must be room for adjustments, for example, "on account of changes in the form, methods, or volume of production"; "also there must be opportunity for the removal of anomalies in the rate of remuneration of different grades and categories of workers."

This means three things for local government officers. First that, as they are playing their part in securing the increased productive level mentioned earlier (40 per cent over pre-war), they are entitled to their due share in its financial equivalent. Second, since, as salary earners, their share in the national income has risen by only 24 per cent, (less than that for all whose basic salary is over about £4 a week) as against 68 per cent for wage-earners and 84 per cent for profit-takers, they are entitled to some re-adjustment to remove this "anomaly." And third, in so far as they improve their efficiency and effort, they are entitled to a relative rise in their general level of remuneration.

Official Statistics

The increasingly important place of statistics in public administration is stressed in a memorandum, *Official Statistics*, issued by the Council of the Royal Statistical Society. The experience of war has shown how valuable an exact numerical record and scientific methods of deduction from recorded facts may be for providing a guide to action; in the post-war world the needs of reconstruction and an enlarged range of State activities will demand similar apparatus on a scale far greater than was thought necessary before the war. Sir William Beveridge in his report remarked on the need for an adequate statistical staff in the department which he proposed should be created to administer social insurance; other fields of administration provide many directions in which exact arithmetical data are an essential preliminary to the examination of possible lines of policy.

The report is restricted to central Government statistics and local government does not come within its scope except, of course, insofar as much of the statistical material issued, for example, by the Ministry of Health, is based on data provided by local authorities. There is a wide field of statistical material emanating from local authorities which is as remarkable for its deficiences as for its range; so valuable a document as the comparison of rates is left to the individual initiative of the Preston borough treasurer. Comparative costing tables are still in their infancy, in spite of the valuable lessons which may be learnt from them in almost every field of local administration. "London Statistics" is a mine of useful information for its own area, but could well be parallelled by a nationwide counterpart. No doubt if the fuller appreciation of the value of statistics attributed by the Royal Society to war necessities continues into the post-war era, there will be a more effective supply of statistical material in local as well as in central government. But only if it is made somebody's business to collect and collate it!

DEATH OF SIR ARTHUR JOHNSON

Chief Builder of NALGO

As we go to press comes news of the death, at his home at Henley on June 21, at the age of 79, of Sir Arthur Johnson, former town clerk of Hampstead, one of the founders of NALGO, for 21 years, from 1910 to 1931, chairman of the National Executive Council, and for seven years, from 1924 to 1931, the Association's President.

We hope next month to publish a record of Sir Arthur's career and an assessment of his great work for NALGO, over which he ruled as a benevolent dictator for nearly a quarter of a century, and to the building and strengthening of which he devoted all his great influence and energy. In the meatime, we would express, in the name of the Association's 130,000 members—all of whom owe to him, more perhaps than to any other single individual, their present status, their conditions of employment, and their pensions, though many may have never heard his name—sincere sympathy with his widow and family in their loss.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression with the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

How Can NALGO Help Its Fighting Men Today — and Tomorrow?

By A. A. GARRARD, Association President, 1944-5

THE great moment for which we have been waiting so long has come. Four years, almost to the day, since that gallant little British expeditionary force swam and waded from the bomb-torn beaches of Dunkirk, to return, weaponless and seemingly defeated to an island undefended, another force, greater in numbers and incomparably greater in strength, has gone out to meet and this time to destroy the enemy.

With it go our hearts and hopes, and many of our friends and colleagues. In every group and section of the invading army, among the paratroops and commandos, in the infantry and the artillery, manning the warships and the transports, flying the bombers and the fighters, there are NALGO members, men and youths whose peacetime jobs we shared. And women, too, tending the wounded, operating the predictors, transmitting the signals. From town and county hall, from district and parish, from library and clinic and hospital, they have gone in their thousands on the great crusade. Nor are they in Normandy alone. Wherever there are fighting men in the world today, in Italy and Burma, in Africa and India, on the seven seas and in the prison camps of Germany and Japan, there you will find men who talk of NALGO, men who are bound to us, as we are to them, by the invisible bonds of fellowship and a common devotion to human welfare.

The thought of so many of our colleagues, our sons and our brothers, out there, facing death, wounds, and hardship for our sakes is one to fill us with pride and humility amidst our anxiety; pride in their courage and achievement, humility in our own small part as compared with their great one. In your name I send them all our greetings and ardent wish for their early, safe and victorious return.

Local Government's Part

But greetings, however ardent, are small things to set beside their sacrifice. It is natural that all of us who are secure amid the comforts of home should feel, in these great days, a sense of frustration, a feeling that our daily tasks are humdrum and unimportant, a desire, which we cannot satisfy, to embark on more dramatic achievements. What more can we do to support our soldiers, sailors, and airmen?

Primarily, I think, we must realise that our daily tasks, however humdrum they may seem, are far from unimportant. As my predecessor pointed out in his article in last month's journal, local government has played, and is playing, a notable part in this war. The civil defence services helped to win the Battle of Britain, and thus to make the present great assault possible. The other local government services have helped to keep the nation strong and healthy despite blackout, long hours, war-time diet, and other difficulties, have kept the schools going, and have upheld that national morale in which historians may find the real foundation for our victory. More recently, local government has shared substantially in the preparations for the invasion.

We have, then, done and we are still doing much to assist, both directly and indirectly, in the prosecution of the war. Have we done it, are we doing it now, to the best of our ability? Is our service as prompt, efficient and courteous as we can make it? Are we as zealous, as cheerful, and as enterprising as we might be? Are we satisfied that into every job we undertake, however dull its routine may seem, we put all our enthusiasm and energy? Until we are so satisfied we cannot claim to be pulling our full weight. This is not sermonising; it is common sense. At a time when the people as a whole are exposed to endless worries, frustrations, and annoyances, when on top of the overriding anxiety for loved ones in the fighting zone are imposed the trials of long working hours, queueing, overcrowded trains and buses, and restrictions of all kinds, a little extra courtesy, cheerfulness, and efficiency can make a tremendous difference; and local government officers, whose work touches and affects the community in so many ways, have it in their power to smooth over countless difficulties and to lubricate many points at which friction may develop.

More directly, too, we have helped to ease the lot of our fighting men. Thanks to our efforts, nearly all of them are now having their service pay supplemented, and all have been guaranteed a return to civilian jobs with full maintenance of their pension rights. Many receive regularly letters, parcels, and words of cheer from their branches at home. Many are being given help and advice in other ways.

Is there more we can do? Of course there is. We can see to it that, on their return, they are not only welcomed home, but are given the chance to re-equip themselves for peace-time work and enabled to take up the threads, not at the point where they dropped them, but at the point they would have reached had they remained in their normal jobs. We shall need a great scheme of rehabilitation and re-education. Through the instrumentality of NALGO, the National Whitley Council is now considering this problem. District committees, branches, and individual members, both at home and in the Forces, should be thinking about it too, developing a constructive policy and putting it into effect.

We must see to it that when they return they are paid a salary commensurate with the value of their work to the community, and enjoy conditions which are worthy of the public service. I know only too well what conditions are like in some parts of the country. In 1938, I was a member of that sub-committee of the N.E.C. which made a tour of Britain to investigate the position before we launched our national campaign on salaries, and I was appalled at the low salaries and wretched standards of local government officers in some areas. Those black spots still exist, although their number is being reduced. We must redouble our efforts to attain, as quickly as possible, fair national standards for all local government officers. How soon we succeed depends on individual members as much as it does on the N.E.C., for we cannot attain our aims until the Association is at full strength, united, and prepared to use its power to the limit.

A Stronger Association

The strengthening of NALGO is, then, the first of our tasks, upon which our success with all the others depends. We are making good progress. Membership is steadily increasing, we are appointing more organisers—including, now, two who will devote themselves specially to the 35,000 women members of the Association—and many branches are developing a more vigorous outlook. But we are only at the start of our greatest work, and there is much more to be done. During the coming year, I hope that, in the position of President to which you have been good enough to elect me, I shall be able to play an active part in that great revival. I am retiring from my official position rather earlier than I should otherwise have done so that I can devote the whole of my energies to the Association, and I may, therefore, have an opportunity of meeting many of you personally and of discussing NALGO's future with you. Nothing could have given me greater pleasure than to have visited during this year every one of the Association's 730 branches, but I realise that that ambition is not attainable. However, I am ready, so far as is humanly possible, to respond to every call for my services.

In addition to our duty to our own members, and going far beyond it in importance, is our duty to the community. Let us never forget that we bear the proud title of public servants and that in our hands, more perhaps than in those of any other body of workers, rests the health, the happiness, and the full development of the citizen. In the years immediately after the war, as my predecessor pointed out a month ago, we shall have, in conjunction and collaboration with the local authorities and with all public-spirited men and women, a great opportunity to reconstruct this Britain of ours for which so many have died in the past five years and to make of it, not a land fit for heroes, but a land fit for ordinary folk. Let us make certain that we, at least, play our full part in that noblest of all our human endeavours.

THE NEW PRESIDENT

Mr. A. A. Garrard's 37 years' Work for NALGO

MR. A. A. GARRARD, President for 1944-5, is one of NALGO's "Old Guard." Entering the service of East Ham Corporation in 1903, he joined the Association in 1907, the year of its formation, and has grown up with it, seeing its membership increase from 9,000 to over 130,000, and its strength and activities expand in proportion.

Throughout his membership, Mr. Garrard has played a leading part in the life of the Association. In the East Ham branch he has sat on the executive for 25 years, and during that period has held many offices, including those of headquarters correspondent, branch secretary, branch chairman, chairman of the staff side, and vice-chairman of the local joint committee. For many years a member of the Metropolitan district committee, he is today its president. He was first elected to the National Executive Council in 1928, was its chairman from 1938 to 1941, and a vice-president from 1941. He represents the Association on the National Council of Social Service, the Poor Law Examinations Board, and the Local Government Advisory Council.

Always most keenly interested in improving the salaries and service conditions of local government officers, Mr. Garrard has worked for 20 years to develop the present system of collective bargaining, and is today a member of the National Whitley Council and chairman of the North Metropolitan district council.

Mr. Garrard has spent the whole of his official life in the education department at East Ham, where he is now secretary for education.

New Vice-President

MR. D. J. PARRY, M.A., B.Sc., the new junior vice-President, has been the Association's hon. solicitor for Wales since 1933. After some years in private practice in Cardiff, he entered the service of Cardiff city council as assistant solicitor in 1925, later becoming solicitor, deputy clerk (1935) and clerk (1943) to Glamorgan county council. He has given much time to NALGO both as legal adviser and as a member of the N.E.C. for the past 11 years.

National Water Plan Would Meet All Needs Without Loss of Local Control

By J. H. WARREN, M.A., D.P.A., Town Clerk of Slough and Chairman of the N A L G O Reconstruction Committee

THE issue of a White Paper setting out a national water policy, at a time when the Government is issuing other White Papers dealing with the major tasks of post-war reconstruction, is apt to suggest that some new situation has developed in the supply of water, and that we need radically new policies and machinery. This is not the fact.

We have experienced, in recent years, some local shortages during drought; and every effort should be made to avoid such shortages in future. But the extent and effects of those that have occurred have been grossly exaggerated. On the whole, considering the expanded needs of war-time production, the demands for water which the war has set up in new places, and the rapid and extensive shifts of population caused by evacuation and transfer of labour, the public supply of water has proved remarkably adequate and resilient. Nothing has happened to cause grave disquiet, or to suggest that existing agencies for water supply are obsolete and that we must build up some new system.

Again, the fact that many rural communities are still without piped supplies does not mean that they have been waterless or that the existing agencies of public supply could not provide piped supplies in most instances. If the absence of piped water in rural areas has become conspicuous, it is because standards of social provision are rising, and because the Scott Report, in particular, has drawn attention to the desirability of providing, in the national interest, a wider range of domestic and social amenities in these areas.

With local shortages, rural supplies, and other matters requiring urgent attention, the Government wisely decided to review national water policy as a whole. The importance of adequate water supply, as a basic condition of so many other post-war improvements, contributed no doubt to the decision to make this comprehensive study in good time; and even though there be no cause for present alarm, water supply is a service which requires a long-term policy, especially when there has been a rising demand for many years past.

Improvement, Not Change, Needed

The White Paper is reassuring, though by no means complacent. While we may expect the continuance of a rising demand, attributable to expanded consumption for personal, domestic, and social amenities, as well as for industrial and agricultural uses, it considers our resources adequate, if properly conserved. "The problem is not one of total resources, but of organisation and distribution." Even in organisation and distribution, however, the White Paper, though it recounts defects and makes proposals for improvement, contemplates no radically different organisation; and improvement rather than change is the key-note of its proposals.

In a review of Public Utilities, in two articles which I wrote for this Journal in 1942, I drew the conclusion that there was no case for super-scale areas in the field of water supply, and no case for nationalising the service, or disturbing the role of local authorities as water supply undertakers. I added:

> "As expert opinion is agreed that a water grid on the lines of the electricity grid is not a practical proposition, and would not be economic if it were practical, we may conclude that local supplies will continue to be used, and that to make use of them where they exist is usually the cheapest way. This is not to say, however, that we do not need to plan the utilisation of resources, and to relate the location of water resources to the areas of demand for supplies. This is, to some extent, being done through the agency of Parliament and the Ministry of Health, who apply their knowledge of national conditions as individual undertakers come forward for development powers or sanctions for new works. This machinery could doubtless be improved, but the point is that improvement is needed, not so much for the purpose of consolidating undertakings to secure more economic provision, as for the purpose of facilitating conformity to central planning in the use of resources. I draw the conclusion that, in water supply, central control, with its national conspectus, must remain, but that its objects would be greatly facilitated if there were an established machinery for the co-operation of adjoining undertakings to conform with the central plan."

The White Paper confirms these conclusions. It emphatically rejects the idea of a water grid; and, a week or two before its publication, the Report of the Institute of Water Engineers had likewise rejected such an idea. Both documents are agreed that a grid is technically impracticable, and that it would be uneconomic even if practicable. They point out that water cannot be compressed for transmission over great distances as can electricity, that use must be made of local resources if our supplies are to be properly conserved, that the distribution of water is essentially expensive, and that this expense limits the distances over which it may be distributed.

No Case for National Supply

A water grid being thus eliminated, it is manifest that the service ought to remain locally "undertaken," as it is at present, though with improvements in local organisation. This is the policy put forward in the White Paper. There is no case at all for a nationalised supply in the sense of a unified organisation, centrally conducted, administered, and managed. We can and should retain all the advantages of local authority control which I have so often analysed in these pages. Although 80 per cent of supplies is now in municipal hands, the White Paper does not, nor for political reasons could we expect it to, propose the wholesale elimination of the remaining company suppliers. There is little doubt, however, that it contemplates local authority supply as the *normal* method, as indeed it may be said to be already. The portions of the White Paper dealing with amalgamations allow us to expect that encouragement will continue to be given, as in recent years it has been, even by Parliament, to the replacement of company supply by local authority supply.

On amalgamations, the White Paper is guarded. It says that in many instances amalgamation is needed, but the need is stated in terms which induce a belief that it is no part of the Government's policy to enforce amalgamations to the point of creating super-size undertakings. The policy is rather the elimination of the undertakings which are very small. The White Paper points out that there are many such undertakings. There is no definition of smallness, nor, indeed, of optimum size, but it is manifest that when the White Paper speaks of small undertakings it means really small ones; since it describes these as unsuitable because they cannot support a competent qualified staff, and cannot afford to provide resources which could obviate shortages in times of drought.

Again, there is a positive indication in the White Paper that the Government recognises the upper limits of size, since it speaks of a point at which the large undertaking may become more expensive than the small. On the whole, we may conclude that where bulk supply arrangements or interconnection fail to meet the defects of to-day, the policy will be to eliminate the tiny undertakings by encouraging local authority purchase, and by enforcing amalgamation in the worst cases.

It is gratifying that the White Paper points out the need for a better process of dealing with these matters than by Parliamentary Bill—one which would be speedier, better calculated to bring competent technical knowledge to bear, and, within the compass of the policy approved by Parliament, fairer in the long run to all interests concerned. It contemplates the substitution of some kind of Ministerial Order, subject in some cases to Parliamentary confirmation, but does not lay down precisely what processes and instruments should be adopted, since it points out that similar questions of machinery will arise in other spheres of policy which will require Parliamentary consideration. It is to be hoped that Parliament will see the need for settling this machinery at an early date.

What the service mostly needs for the present and the future is a national pattern of supply and distribution to which undertakers will conform, so that the best use may be made of national resources, and demands related to the supplies, both as regards location and extent. We can no longer leave it to individual undertakers to fend for themselves without regard to the interests of others or to the prejudice of a sound pattern of supply and demand; nor can we tolerate a system in which two undertakers draw from the same distant source by separate gravitation schemes involving costly works, and mains which pass substantially down the same routes. Indispensable to a policy of conservation and economic use, is the power to protect underground supplies. In the present state of the law it is possible for undertakers or individual users to be deprived of their resources by the well-boring activities of their neighbours.

Wider Powers for Ministry

It would be wrong to conclude that central control and planning have hitherto been entirely absent. The Ministry of Health in the exercise of its functions of loan sanction has been able to secure some regard to conservation and planned use; but its powers have been inadequate. The Ministry has lacked the powers of initiative and direction which could have established a national pattern of supply. Again, extension and development has proceeded by way of private Parliamentary Bill promoted by undertakers, and though the Ministry has been in a position to report technically upon the undertakers' projects, the issues have been left in the hands of Parliamentary Committees to be exercised as occasion arose, often in a competition of interests. The White Paper, therefore, stresses not only the need for a national plan, but for central machinery to implement it.

The Government proposes to retain the Ministry of Health as the responsible central authority. The Institute of Water Engineers, on the contrary, suggested that the central body could appropriately take the form of a statutory authority analogous in some respects to the Electricity Commissioners. There would, I think, be substance in the Institute's proposals if future water policy involved anything like a complete technical revolution such as that which was involved in electricity supply from 1919 onwards. Since nothing

of this kind is neeessary in the field of water supply, and since the Ministry of Health has acquired much experience in this field, there seem to me no adequate reasons for disturbing the Ministry's functions, otherwise than by way of improving and strengthening them in the way suggested. It is essential that the Ministry should be adequately staffed for the measures of improvement contemplated in the White Paper, and it is gratifying that the Minister has now established a separate Water Section in the Ministry.

As in the case of education, the Ministry will, I presume, be declared to have functions of initiation and responsibility for the central direction of the national policy. To protect underground supplies, the Minister is also to be empowered to demarcate any area in which conservation of resources is necessary in the public interest, whether for the protection of public supplies or for the protection of industrial and other users. An Order of this kind, made after local inquiry, would prohibit the additional abstraction of water in the area without the Minister's consent, except, for example, for a private individual's own domestic use.

Regional Advisory Committees

Another feature of the White Paper is the proposal to establish Regional Advisory Committees. The functions of these bodies are stated in the White Paper to be "to estimate future requirements; to advise the Minister and the undertakers as to the best means of marrying demand and available resources over a wide area; and to foster joint action." The committees are to be given power to require water undertakers to supply them with information and statistics, and provision is to be made for their expenses. The committees are to include representatives of local authorities as such, as well as of those local authorities which are water undertakers. Nine Advisory Committees already exist and will receive the strengthened powers indicated, and the Minister advises that such committees should also be established in the Greater London Area, North East England, and South Wales. There can be no doubt that these advisory committees will prove a useful mechanism for co-ordination among undertakers as well as being instruments for the exercise of the Minister's functions under the national plan. It is apparently not considered necessary to set them up everywhere in the country, but the twelve areas for which the committees will be established appear to be not unlike the provincial areas conceived of in the Report of the NALGO Reconstruction Committee.

Problem of Rural Areas

The only remaining major feature of the Report which we can notice here is its proposal for carrying piped supplies to rural communities. Piped water is essentially a feature of town life. It originated as an indispensable need for closely packed communities, and the organisation of the industry has always conformed to the pattern of urban development. There is a limit to the distance to which supplies can be transmitted without inordinate expense. Municipal undertakings, moreover, have always been financially operated as "trading undertakings"; they are expected, that is to say, to work upon a self-supporting basis. In consequence of these factors it is not surprising that undertakings based on urban communities have not carried supplies into the recesses of the rural areas. Except in the most sparsely populated areas, there is, however, nothing technically impracticable in such an extension of supplies. The White Paper proposes to secure them by affording a national grant amounting in the aggregate to £15,000,000 for both water supply and sewerage extensions.

(Continued at foot of next column)

What "D-Day" Meant To One South Coast Town

By ONE WHO WAS THERE

ALTHOUGH only a small urban district, our town is well known throughout Britain. Set in splendid isolation amidst glorious scenery on one of the best parts of the South Coast, it attracts in peace-time many holiday-makers, including visitors from the other side of the Atlantic.

Apart from the withdrawal of our young people to the Forces, and the stringency of rationing and other associated discomforts, war did not reach us to any serious extent for the first three years. A few holiday seekers still visited us, but were slowly replaced by men in uniform—A.A. gunners, sailors, and the R.A.F.

In 1942, and for many months afterwards, came our first big shocks in the form of tip and run raids, with resultant loss of life and widespread damage.

Our next surprise, which turned out to be a pleasant one, was the complete encircling and semi-occupation of the town by American troops. At first they were regarded with suspicion, for our residents have always jealously guarded the natural beauties and the privacy of their little town. The first few months of the "occupation" were a nightmare to the council and the officials, with reports pouring in of slight damage to fences, gates, houses, roads, and other property, and trivial complaints of actions by our visitors which did not please the residents, or which were contrary to our conservative English customs. Then the friendliness of our allies, coupled with their charming frankness, melted most hearts. Our young women teamed up with them, our children were shown generous hospitality, the residents turned blind eyes to the worn-out roads, the accumulation of cigarette packets and rubbish on our footways and open spaces, and chewing-gum became the chief diet of the town.

Our surveyor's task was a heavy one. The first difficulties arose out of the heavy military and naval traffic on the roads, which in this town are narrow and winding and were never intended for such use. Holes appeared in them, and in the built-up areas some unmade highways became impassable even for pedestrians. Whole areas near the camps were transformed into seas of mud, and American bulldozers were brought to the rescue. After all obstacles had been cleared away, graders levelled the roads to an even surface—but without regard to manhole covers, gullies, hydrants, and sluice valve covers. These were all swept away, or covered over, and any exposed chambers were covered with earth. It is rumoured that the surveyor spent Whit Monday looking for valves and hydrants.

Water presented another difficulty, since, in addition to the supplies needed for camps and requisitioned hotels and houses, big demands were made for the naval craft being assembled for the invasion. Consumption rose to four times its normal peace-time level, exceeding the capacity of the reservoir and mains, and at one time the level in the reservoir was only enough for a few more hours' constant supply. After urgent and frequent consultations between the council's officers and the American Navy, and a frantic economy appeal to the public, the situation was saved by the installation of a pump by the Americans.

Refuse collection and disposal created another headache. The amount of refuse and discarded goods placed outside American premises each day was colossal. Tidiness and war-time economy in food scraps and clothing could not be said to be American virtues. Just before the great day, the U.S. Forces had a spring clean, and trucks were queuing up to unload their cargoes on the council's refuse dump. There were wooden boxes of all sizes, lifebelts, helmets, respirators, boots, shirts, trousers, and clothing of every description. As soon as the word passed round of this rich hoard, members of the public, smarting under our English restrictions and rationing, launched an offensive in great strength. As each lorry tipped its load, they attacked, and the heap was turned over at surprising speed. The surveyor was brushed helplessly aside to view with mortification the stream of barrows and four-wheelers of all kinds, mostly manned by children armed with helmets, lifebelts, etc. Far into the night barrows filled with boxes to overflowing moved in and out, and on the surveyor's ears descended the music of hammer and saw as the boxes were transformed into chicken-runs, rabbit-hutches, or firewood.

The council and the officers gave assistance in many other directions to the American Forces—such as the formation of a scheme for one-way traffic for Service vehicles in the narrow streets, the clearing of quays, the release of requisitioned premises for Service use, and co-operation in civil defence matters. Public conveniences had to be demolished and new buildings erected to meet Service requirements. The town-planning experts have had to swallow their indignation at the temporary structures built for the occasion. The chief burden has been on the surveyor, while to the chief financial officer has fallen the lot of intricate calculations over compensation claims for damage, recovery of water charges, etc., and the clerk has dealt with legal problems arising and general co-ordinating work.

On the Sunday after "D-Day" I stood on the cliff edge overlooking the water, now deserted of its vessels, with the moorings the only reminder of the past week. I could picture it as it was, filled with naval craft of all descriptions, and echoing with the friendly shouts and good humour of the Americans. Only a few days before, I had watched a baseball and a football game played with great vigour on the sands; now, perhaps, the same young men were assaulting other beaches with the same determination.

The town is strangely quiet and comparatively deserted, as though the war had vanished for the time being. But we know that we have played a humble part in the preparations for "D-Day," and we have been proud to be hosts in a small way to our American friends. We miss them; the clerk, who lives near the sea-front and has "enjoyed" the strains of "Pistol-Packing Momma" from the ships' gramophones cheerfully for many weeks at six in the morning, now complains that the silence is too much for him, and he cannot sleep!

(Continued from preceding column)

For many years, the Public Health Acts have contained a section directing local authorities to secure an adequate supply of water in their areas. This has not meant that they are bound to secure a piped supply, and it has been notorious that, as the White Paper admits, the declared obligation of the local authorities has been unaccompanied by any adequate powers. It is in future to be the duty of local authorities to secure the provision of piped supplies wherever practicable, in such a way that the pipes are brought to a point at which the householder can conveniently connect his own pipe with the main.

The White Paper proposals for water supply deserve the support of all local government officers, and I hope that those directly concerned will do all they can to give effect to the new policy on the highest levels of efficiency.

For Four Years I Was Hitler's Prisoner

By Sgt. PHILIP MORGAN, Finance Dept., Croydon

In last month's journal, we referred to the gallant group of NALGO prisoners of war who have formed a local government study circle in Stalag 344. Here one of that group, recently repatriated, gives a vivid first-hand account of prison life and of the significant changes in Germany since the tide of battle turned against her.

I WAS captured during the Battle of France, 11 miles from Dunkirk, on the morning of May 28, 1940. The Field Ambulance in which I was serving was ambushed by tanks. Our lorries were destroyed and, after a brief but furious fight, the survivors were taken prisoner. We were well advertised by the Geneva Cross.

The Germans assembled us in a village square where we watched their advancing hordes. They seemed to have everything we then lacked: tanks, guns, small arms of incredible variety and mostly automatic, and, of course, their famous mortars. While we were waiting, a battery of French 75s concentrated on the village, with horrible effect on the Germans, but without hitting us. We spent the rest of the day being marched to St. Omer, where we arrived during the night. We were filed into a church to sleep, wet through, dispirited, and thoroughly fed up.

Next day we were herded out on to a road, and, with about 500 others, started our hike across Northern France, through Bapaume, Cambrai, and the Belgian Ardennes. Except at Cambrai, we were given no food whatsoever, and were forced to plunder farmyards for food at the risk of being shot. Many were shot. I do not know whether local government service teaches one to be a good thief, but I was very successful. Along the route we saw entire English gun crews lying dead beside their smashed guns and many burnt-out German tanks showing the effect of their fire.

Mental Torture

After about ten days of marching, during which we must have covered nearly 200 miles, we arrived at Trier, on the Moselle, just inside Germany. Here we found thousands of French prisoners, and realised for the first time the full extent of the disaster which had overtaken us. We were given one bowl of "soup" each during the day and a half we were there. Then we were entrained in cattle trucks, each big enough for 40 men, but into which the Germans forced 70. The journey lasted nearly two days and, since nearly all of us were suffering from dysentery, and no sanitation was available, our condition was appalling.

We reached Lamsdorf, the ill-famed Stalag VIII B, later to be re-named 344, early one morning. The station was crowded with civilians going to work, to whom our scarecrow appearance evidently gave great pleasure. The great and arrogant British Empire reduced to using these men as soldiers! we could imagine them saying—not realising that most of the men had been fighting to a standstill for three weeks before capture and that the long and exacting march into captivity coming on top of this had reduced them to physical wrecks.

In Stalag VIII B, an old cavalry barracks, we were put into old stables, where we became "lousey." We were then "deloused," had all our hair cut off (horrible experience) and were transferred into new buildings. There were ten compounds, each holding about 1,000 men.

Our daily ration was two loaves of black bread between nine men, with a very little ersatz margarine, a little synthetic jam, some very "peculiar" barley soup, and four potatoes each, together with burnt acorn "coffee." This would have sufficed had we been fit, but it was not enough to allow us to regain strength after our privations. We all suffered from boils, dysentery, and constant black-outs. But these physical infirmities were nothing compared with the mental torture with which the German propaganda machine inflicted us. Every scrap of news prejudicial to our country was broadcast to us, and at the time there was a lot of it.

Then the German Labour Service got busy. Having been registered, the prisoners were medically examined (by a doctor more like a butcher than a medical man) and drafted out on working parties. Wounded, chaplains, and medical personnel only were excepted. The work was mostly coal-mining and agriculture. The promise of better food and living conditions attracted many men to the mines; but the better conditions did not last.

"L. G. S." Index Now Ready

The index to Volume XXII of "Local Government Service," covering the years 1942-3, is now being printed. Branches and members wanting copies should inform Headquarters immediately. They will be supplied as soon as copies are available.

Our first contact with home was through a German Army field post card. Since this took three months to get home, and the reply another three months, we were kept in suspense for six months. This suspense was aggravated by the German exultation over the "blitz" on England then just starting. My own home town was one of the first to be bombed, and they naturally greatly exaggerated the casualties. Our mental subjugation was almost complete.

At this time German morale and its close supporter, the food supply, were at their highest. We heard of great German triumphs in the Balkans, Crete, and North Africa (but nothing of Abyssinia or Wavell's magnificent campaign against the Italians). British prisoners from Africa and the Balkans arrived at our camp. Their condition was far worse than ours had been—all terribly emaciated and suffering from vitamin deficiency diseases. Many of these men have since been repatriated.

Saved by Red Cross Parcels

After nine months Red Cross supplies began to arrive. They were our salvation. Without them, in my opinion, not one long-term prisoner would have survived save as a total physical wreck. We can never fully express our gratitude to the Red Cross and St. John Organisation and its generous supporters.

I was at this time medical orderly in a working party, and since our work took us near a railway and main road, we noticed in April, May, and early June, 1941, vast troop trains and road transports moving mainly by night to the north and east. The guards told us they were going on manoeuvres. On June 22 we learned the truth—though what we were told was that Germany had been betrayed and attacked by her old friend, Russia.

Early in 1942 I was transferred to a p.o.w. hospital as a medical orderly to nurse Russian prisoners. This was a terrible experience. Compared with their conditions, ours in the early days had been luxurious. Tuberculosis, typhus, and deficiency diseases were rife, and the death rate was high. In this hospital British prisoners were treated exceptionally well and we got plenty of good food.

My four years in Germany can be divided into two distinct periods, each of two years—the pre-Stalingrad and the post-Stalingrad. In the first, when German morale was high, their treatment of prisoners was harsh and unyielding. In the second, a feeling of impending disaster overshadowed everything, and with it they improved our conditions and showed more deference to United Nations' prisoners. Former German bullies cooled off a lot as they realised that, given equal conditions, a Russian, British, or American soldier is more than equal to his German counterpart. Even the Luftwaffe admit that British airmen have yet to meet their match. Being rather isolated in our district in Upper Silesia, we had no experience of Allied air attacks, but prisoners transferred from Bremen, Munich, Berlin, and the Ruhr Valley gave us some idea of what was going on.

In the camp, British prisoners were now in charge of all internal organisation, such as sport, school, library, and hygiene. Thanks to the Y.M.C.A. and other charitable organisations, studies could be pursued and entertainments organised on a scale unbelievable to outsiders. Even German officers visited such shows as "Twelfth Night" and "The Mikado," both masterpieces of production and improvisation. The medical facilities were quite good, medical staff being allowed considerable freedom of action. This proved very valuable when prisoners came in from the Italian campaign, almost all wounded. The working parties were still kept down the mines. Their conditions, and consequently their health, leave a lot to be desired.

Italian Defeat Stunned Nazis

When Italy capitulated, most British prisoners in Italian hands were transferred to Germany, and at our main camp, with a total capacity of 10,000, we had to make room for another 12,500. Fortunately it was summer, and the weather was good, for most of them were without bedding or blankets. Complaints were continually sent in to the Protecting Power, and gradually numbers were distributed to other new camps.

The German reaction to Italy's defection was one of stunned impotence, and civilians and troops alike walked about in the same kind of dream as I expect our own people did when France capitulated.

The quality of the prison guards steadily deteriorated during the four years. At first they were smart, in good health, and unwounded. Now, they are either boys, old men, or hopelessly incapacitated war wounded. Recently, the camp commandant has been changed and conditions have improved enormously. At last, British and American prisoners are treated not only as human beings, but as brave soldiers too.

About twenty local government officers formed themselves into a group in the camp, both to discuss matters of interest and to continue their examination studies.

Our journey home began on May 12. We travelled by hospital train via Prague and Pilsen in Czechoslovakia, Nuremberg (obvious bomb damage), Mulhausen and Belfort in Alsace (both severely damaged), and down through south-eastern France through Dijon, Lyons, and Avignon to Marseilles, arriving there on May 16. Even as priority military traffic, the journey, which would normally take 24 hours, lasted four days—evidence of railway disorganisation. In France we saw signs of sabotage in the burnt-out railway trucks and coaches abandoned at the side of the track.

At Marseilles we boarded an Italian hospital ship for Barcelona, where we were exchanged on May 17. To the last, the Germans remained arrogant, singing "Wir fahren gegen England" as their ship sailed out of Barcelona on the return to Marseille. Now home at last in England, I am still pinching myself, wondering if I am dreaming all this and whether I am really still in prison in that "delectable country"!

Bombay City Council Meets in a Riot of Colourful Chaos

By Cpl. N. C. ROUSE, R.A.F., Cheshire C. C. Branch

In publishing this amusing account, by a NALGO member in India, of a meeting of Bombay city council, we would remind readers that meetings of some British local authorities might appear no less strange and disordered to the foreign visitor.

HOPING to obtain an insight into the conduct of local government affairs in India, I attended a special meeting of the Bombay Municipal Corporation. I was conducted to a seat in the public gallery by an Indian servant. The council chamber was less impressive, but more decorative and colourful, than its English counterpart. Seats for about sixty members were arranged around a long reactangular table on which various books, presumably standing orders, etc., were neatly arranged.

When the meeting was due to begin, about forty members were seated, and their varied costumes made a most colourful scene. They were not robed, and the majority were in the dress peculiar to their respective castes or religions. A few wore the conventional tweed jacket and white trousers or cream drill suits ; some had long coats, known as sherwanis, adorned with silver and jewelled buttons, some had dhotis, a length of linen, silk, or muslin covering the wearer from the waist down. Headgear was equally colourful ; there were turbans of various colours ; two Muslims each wore a black-tasselled red fez ; some had small white hats, known as Gandhi caps, and others pink Gujerati caps. Two ladies wearing saris, the most graceful garment in the world, added more colour.

Still more brightness was splashed into the picture by a variety of messengers and servants, decked out in red robes with large quantities of gold braid.

The mayor, dressed in cream jacket and trousers, and wearing no outward symbol of office, arrived ten minutes late. The members stood, and after the customary bow, he took his seat at a green baize-covered table, above the level of the main table. On his left were seated the chairmen of the various standing committees, and on his right the municipal commissioner, counterpart of the English town clerk.

Before the members were completely assembled I saw one councillor produce from his attache case a number of envelopes containing grain and lumps of bread. He sprinkled several piles of grain on his blotting pad and, walking round the table, gave various members small portions. I imagined he had brought these along to sustain him during the proceedings, since the Indian habitually chews cereals and beans. I was wrong !

After the formal preliminaries had been concluded, it appeared that the gentleman concerned, Mr. Denji Rattansi, had collected these specimens of cereals and bread in support of his motion opposing the rationing authorities' new order stipulating the inclusion of 25 per cent unhusked barley with the wheat ration.

During his opening speech, as many as seven different conversations were proceeding simultaneously round the table, and the mayor was busy writing what appeared to be private correspondence. Undismayed by the seeming disinterest of his colleagues, the speaker, gesticulating wildly, continued his harangue, scattering wheat and barley around promiscuously in an apparent endeavour to emphasise his points.

His speech over, he embarked immediately on a heated conversation with his neighbours, completely disregarding his seconder, who was speaking from the other end of the table. Amid the general commotion the second speaker was almost inaudible, but when the mayor had finished his correspondence, he called the meeting to order.

The third speaker, wearing a gold turban, gained much more attention than his predecessors by some amusing opening remarks. After producing more specimens of grain from

"Damn it! If you paid your subs you'd get a copy too!"

bottles and tins, he appeared to succeed in convincing the meeting that the barley under discussion was, in fact, not barley at all !

Throughout the main speeches and subsequent suggestions for amendments (known as "modifications") most of the speakers continued to be disregarded almost completely by the remainder of the members. To add to the confusion, there was a continuous procession of people in and out of the various doors of the council chamber. Servants carried in trays bearing afternoon tea. Members went out and stayed out for varying periods ; in fact, one member, seconding an amendment, referred to the proposer for support, but he was missing ! Others carried on animated conversations with the mayor.

After nearly two hours the closure was moved and the debate concluded. The amendments were all lost, save one, and the motion, as amended, was carried unanimously, to the great delight of everyone, and to the accompaniment of more wheat and barley scattering.

It seemed doubtful whether many of the members were able to record a vote based on accurate analysis of the evidence presented, since few could have heard the speeches. When the time came for voting it was noticeable that they "followed the crowd."

The effect of the decision was that the rationing authorities were to be asked to mix not more than 10 per cent of an edible barley with the wheat ration, and a copy of the resolution was to be forwarded "by the mayor" to the Government of India, requesting it to modify the order.

The remainder of the council's business was the passing of a resolution protesting against the contemplated increase by the Railway Board of passenger fares and freight charges. But the members seemed to regard this as of little importance, most leaving at the end of the discussion on wheat rationing.

It was a most entertaining session—although I felt sure that the apparent chaos was partly due to the preconceived Western notions which I used as a yardstick. As with most Eastern customs there is probably a wealth of meaning which escapes the Western understanding !

I Was Only a Temporary Typist—But They Made Me Welcome

By J. FRASER

TWO articles in the March journal greatly interested me, as a temporary shorthand typist in a health department. One, "Don't Spurn the Temporaries," has been replied to by other readers, and to their comments I can only add that, where I have been employed for two years, I have seen no indication that anyone wanted to spurn us. An odd permanent may occasionally look ceilingwards when we are about, but why conclude that because A and B feel slightly superior, the rest of the staff from C to Z do likewise ? The advice that permanents should educate us, we regard as a joke.

I am more interested in the experience of the typist who returned, after an absence of twenty years, to her old room in the housing department. I am older than she, and have been married thirty years. I am now working with young, glamorous—but very intelligent—shorthand typists, but not one of them would talk (when I am in the room) of the "old 'uns" as Marge's friend did. They have even more right to resent my presence, since I lack the prestige, enjoyed by A.V.M., of having previously worked in the local government service. She could at least feel that she knew all about the work before they did, whereas I was a teacher of commercial subjects and had merely sought a job with a regular salary because pupils were being called up.

The Labour Exchange sent me to the health department, and it was with great trepidation that I climbed the 54 stairs for an interview. I imagined sweet young things peeping through half-closed doors and whispering, "Look what we're getting because there's a war on !" I had daughters their age. But, though I will never know what they said when I was not with them, I now know the girls themselves too well to believe they would say anything unkind, and at least I can be sure that they have not once, in my presence, spoken or acted as if they did not want me amongst them.

While I marvel at their shorthand and typing speeds, their skill in dealing with statistics, their accuracy in tabulating work, it pleases me to know that they think I (56 and looking every day of it !) am some use in the office. I am sure the girls in A.V.M.'s office are in the minority, and the moral suggested in her article is not needed in many local government offices. I would much rather learn that her fellow workers had said to her what mine said to me one day when I hinted that a full-time job plus home worries might be too much to allow me to continue : "But you're not thinking of leaving, are you ?"

I know that time will come, since I am only a temporary, but, although for the sake of the boys and girls away from home (and their families) I would like the war to finish tomorrow, I am sure to feel regret when I say "Good-bye" to the temporaries and permanents with whom I have worked in the local government service.

War's Trials in the Hospital Make Better Nurses—and Can be Fun

By Miss I. G. JAMES, S.R.N., S.R.F.N., S.C.M., Matron of an East Coast Isolation Hospital

This article is abridged from an essay which won for Miss James a NALGO scholarship of £75 to assist her to study for a university diploma in nursing.

COMPARED with pre-war days, when diets could be arranged weeks in advance, the staff was settled and efficient, and a gentle atmosphere of peace pervaded the hospital, present conditions seem like a dream, sometimes a horrible nightmare, from which you long to awaken. Once awake, however, you find so many compensations as to make you realise that even war can give you something you might never have had without it: its harrowing experiences can make you a more understanding and efficient nurse and nursing administrator.

Let me reminisce for a while. Early days: war! Invasion? Consternation on the East Coast. The burning question: To stay or not to stay? We are to stay. But, if the people go, what need for a fever hospital? Of course, we are needed—more so than ever. We deal with the wartime illnesses that come our way; mostly the cerebro-spinal cases which seem to increase whenever men are herded together, but also scabies and other skin troubles which are not pleasant to nurse, but which will, no doubt, leave us all more proficient in their treatment, and more determined to help stamp them out. The increase in the number of skin cases makes us think deeply of the bad home conditions in some places; makes us long for a future where there may be no more ignorance, dirt, overcrowding, and undernourishment; and gives us a better insight into what efficient post-war reconstruction might achieve.

What a different ward life a nurse leads today! Strangest things in our wards are the steel and wood shelters with which we cover our patients during alerts and raids. How difficult it is to get them all in position during a hit-and-run raid—and what a relief when some of the patients are men in the Forces able, one feels, to look after themselves!

Will not all this help to make us more resourceful and bring out our tact and other better qualities that perhaps only needed developing? Must we not *be* brave even if we feel as nervous as the most frightened of our patients?

The nursing of such illnesses as diphtheria, meningitis, and lobar pneumonia, is made more difficult—and more interesting—by the difficulties surrounding us which we have to fight as well as the disease. Does this not teach us patience and make us more adaptable?

How easy it was to make a ward bright and cheerful with lots of flowers, plants and ferns, cheerful lights, and clean windows. Shall we not study psychology much more while we are inventing ways to counteract the depression arising from broken and blacked-out windows, dimmed lights, and the continual presence of fire-fighting apparatus?

Although such treats as late passes and 2 a.m. dances are curtailed, there is a host of other things to occupy the nurse's mind. Interesting fire lectures—what a thrill to let one's companion down by rope from the second floor; how deceivingly easy to bring a hefty fireman, convincingly unconscious, down the stairs of a "burning building"; how exciting to put out incendiaries!

And what amusing memories—now that they are only memories—we have of our own little blitz. How terrible, at the time, the plaster, the burst water tanks, the lights that flew on in the empty wards that were not blacked out. Shall I ever forget that horrible feeling in the pit of the stomach until everyone was found intact; the only casualty a bruised and gritty eye?

Who says that the age of miracles is passed? All our patients were safe, with no obvious signs of shock. The shock was to the staff, perhaps to the administrators most of all, since the responsibility is theirs. Again, good nursing experience was gained. Never again will we hesitate at the question: What is shock? What is the treatment? Never were we so tired, so cold, never did we drink so much hot fluid and long so much for rest and sleep.

Then, again, what wonderful experience was gained when we moved while repairs were carried out. Before the war we should have refused to think of living in a place with no water laid on, no sanitation, no lighting, no wireless. Yet, to me, that was one of the most interesting times of my life.

For water, there was a pump, and what lovely water and what a novelty for town folk to pump. For sanitation we turned to sawdust and buckets while outside latrines were prepared. Candles and oil lamps gave us enough light to carry on and set the night nurses dreaming of "The Lady of the Lamp."

We found that it is possible to manage without wireless; without running water; without a lot of things. I believe that we all gained in experience, certainly from an administrative point of view.

Our experience of gardening, too, has been greatly expanded. We know almost all there is to know about vegetables. We are expert weeders. Tomatoes turn up in the most unexpected places. We could, if we liked, become experts in rabbit breeding, and we enjoy the new laid eggs that come from our own hens.

Nor should we forget the knitting we do for the Forces, and our other domestic attainments, such as fruit preserving and jam-making, with all of which we help because of short staff in the kitchens.

Has not this war taught a lot of us not to be snobbish, to be more tolerant, more understanding, more adaptable, more tactful—in fact, to be better nurses than we might have been? If we are able to assimilate life's lessons as we carry on, we shall develop our personalities, gain a wider point of view, and become better citizens.

What Good is NALGO to the Woman Temporary?

By ANGELA GAYWOOD

WHENEVER I attend a NALGO branch or women's meeting, I always meet the same question: "What can we say to the temporary women officers when they point out that they are with us only for the duration and ask what good is NALGO to them? Different people will answer this question in different ways. Here are my own suggestions.

First, I should say that the question itself betrayed a misunderstanding of NALGO. The Association was formed and exists for the mutual benefit of all its members, not for the personal benefit of this or that individual group. Each member, therefore, should ask himself, not "What good is NALGO to me?" but "What good can I be to NALGO—i.e. how best can I help my colleagues and the service to which we all belong?"

Personal benefits do come in, of course, for what is of advantage to us all will be an advantage to each of us individually. But the idea of individual benefit should take second place. The woman who puts herself first will never make a good local government officer, a good trade unionist, or a good citizen.

Having made the point that membership of NALGO was primarily a duty each local government officer owed to his colleagues and the service, I should emphasise, secondly, that the Association does provide direct personal benefits to each of its members, temporary as well as permanent. The pay they are getting, the cost-of-living bonus most are receiving, the conditions under which they work were, in most cases, obtained by NALGO, either by direct negotiation with the employing council or by negotiation in the national and provincial Whitley Councils. Often, we well know, these things are still far from good; sometimes they are bad. But NALGO alone can improve them, and the greater its strength and unity the sooner will it be able to do so.

Thirdly, I should point to the satisfaction of work for NALGO for its own sake. Many branches have elected temporary officers to their women's sub-committees, and all should do so. These women quickly find how absorbing and interesting is the work of the Association. In addition to discussing and determining policy on local problems, they discover how their committee and their branch fits into the jigsaw of NALGO organisation—district committee, N.E.C., Conference, provincial and national Whitley Councils—and begin to appreciate how their individual and collective interest and work can help them to leave the service a little better than they found it.

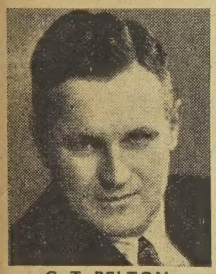
Finally, I should point out to women temporaries, that membership of NALGO will open to them a wider range of interest much of which they will be able to retain should they leave the service after the war is over. In their present jobs they are learning something about the great machine of local government which, in the oft-quoted phrase of Sir Ernest Simon, means for most of us "the difference between savagery and civilisation." They are seeing how it works, what it does, the services and benefits it brings to the community, and they are probably thinking how the services could be improved and the benefits extended after the war. They are discovering, too, that the men and women who direct this machine of communal welfare, Alderman X and Councillor Mrs. Y, are not super-beings but ordinary men and women like themselves.

Why then should they not, if and when they leave the local government service, re-enter it on the other side of the table, as councillors themselves? It is no fantastic idea. I have met scores of women temporaries who are just as able, just as public-spirited, as the majority of members of local authorities—and more so than some. They enjoy the advantage, denied to most councillors, of having seen local government from the inside, of knowing something of how it works, or what it does, and of what it might do given the opportunity.

Women who join NALGO can find in it an invaluable training ground for this wider and still more fascinating field of public service after the war. I am convinced that every woman who has proved her worth in a NALGO branch, large or small, would make a first-rate member of any local authority. Were she to become one, she would be able to give effect to her ideas for a better world, a healthier and happier community, and a finer town—and she would be able, too, to help improve the conditions of her former colleagues in the service

Eight New Members Elected to National Executive Council

THE Association's new National Executive Council, the results of the election for which we reported last month, is now in office. Normally, the Council has no authority until the names of those elected have been declared at Conference. In view of the cancellation of Conference this year, the emergency committee sought authority from the Chief Registrar of Friendly Societies to carry out its functions to the extent of declaring the result of the election. That authority was given on June 1,



G. T. BELTON

N. W. BINGHAM

and at a special meeting on June 7 the emergency committee formally declared the new council and officers elected. There are eight new members of the N.E.C. They are :

G. T. BELTON, deputy clerk and rating and valuation officer, Basford R.D.C. Mr. Belton entered local government service on the staff of Lindsey county council in 1920, joined the Lindsey C.O. branch on its formation in the same year, and was for some time a member of the executive. Going to Basford in 1931, he transferred to the Notts C.O. branch, where he also sat on the executive. In 1934, formed the South Notts branch, of which he was secretary for five years, during which time branch membership increased from 22 to 156, and became chairman in 1940. Elected to the East Midland district committee in 1934, was appointed to its executive in 1935, vice-chairman in 1942, and chairman in 1943 and again this year. Is also a member of the Regional B. & O. sub-committee, has sat on the East Midlands provincial council since its formation, and has been president of the Nottinghamshire Society of Valuation Officers since 1938.

N. W. BINGHAM has been a member of the clerical staff of the Kent education committee since 1923 and of N A L G O for most of that time. In 1937, was elected to the executive committee of the Kent county branch, has been editor of the branch magazine, the *Kent County Chronicle*, since 1940, and is now vice-chairman of the war emergency sub-committee, a member of the staff joint committee, and education correspondent. A member of the South Eastern district committee since 1938, he sits on its executive and on the staff side of the Southern Home Counties provincial council.

J. W. EDMONDS entered the service of the Port of London Authority in April, 1917, and has remained there throughout his service. Has been a member of his branch executive since the branch was formed in 1927 and B. & O. Fund secretary since 1924. Elected to the Metropolitan district committee in 1934, he has served on its general purposes committee since 1938 and on the B. & O. sub-committee since 1942. He is a member of the Institute of Public Administration and has been on its programme committee since 1942.

S. A. HUGHES entered local government service in 1912 and has been a member of the Association since that date and secretary of the Lewisham branch since 1921. Has represented his branch on the Metropolitan district committee for some years, serving on the general purposes and sports and recreation sub-committees, of the latter of which he was for a time chairman. Is also a member of the staff side of the London district council, of which he has been vice-chairman and chairman.

H. W. JOHN is a senior clerical assistant in the engineering department at Cardiff and has been a member of the Association throughout his 23 years' service. Elected to the executive committee of the Cardiff branch in 1932, he was appointed assistant branch secretary in 1936 and branch secretary the following year, a position which he still holds. Is vice-chairman of the local joint committee, a member of the branch executive committee, and from 1939 to 1942 was a member of the district B. & O. committee. Elected to the South Wales provincial council in 1939, he was appointed to its executive in the same year, and to the appeals board in 1940. In 1942 and 1943 he was a member of the staff side of the National Whitley Council.

A. E. NORTROP, deputy director of education and deputy chief billeting officer at Luton, entered local government service at Doncaster, where he was a member of the Doncaster and district branch. Is now secretary of the Luton branch, public relations officer, B. & O. correspondent and co-editor of the branch magazine, *Out of the Hat*. Sits also on the local joint committee, the sports and social committee and the women's sub-committee, and is a member of the Eastern district executive. Mr. Nortrop is also a member of the executive and of the appeals committee of the Eastern provincial council.

W. PITT-STEELE, secretary of the East Ham council's emergency hospital (E.M.S.) at Wanstead, superintendent of the Aldersbrook Children's Homes, and superintendent of the Tolmers Park Home for Chronic Sick.

Mr. Pitt-Steele has taken an active interest in the East Ham branch, of which he is president this year and was president in 1932, and has served on the local joint committee, has been a member of the Metropolitan district committee, with one

W. PITT-STEELE

H. W. JOHN

ASSOCIATION'S 35,000 WOMEN MEMBERS

New Organiser Appointed

N A L G O now has more than 35,000 women members, and the total increases daily.

In view of the growing part which women are taking in the work of the Association, and of the need for more specialised attention to their interests, the N.E.C. decided some time ago that a second women's organiser was needed, and in March appointed Miss **Audrey M. Prime** to the post. Miss Prime took up the appointment in June, having been specially released by the Ministry of Labour, and is now working at Headquarters.

A local government officer since 1936—she was a clerk in the health department at Kirkby in Ashfield U.D.—she has a wide experience both of women's work and problems in local government and of N A L G O organisation. She joined the Association on entering the service, was elected in 1937 to the East Midlands district committee, later becoming a member of its executive, chairman of the district women's sub-committee, and a member of the women's service sub-committee of the N.E.C. She also sat on the regional B. & O. fund committee and was a member of the staff side of the East Midlands provincial Council.

Warm tributes to Miss Prime's work in the East Midlands were voiced at a meeting of the women's sub-committee at Nottingham on May 24, and Miss F. E. Pole, Leicester, who succeeded her as chairman, wished her well in the wider field of service on the staff of the Association.

L. C. St. LEGER YEEND

A. E. NORTROP

short break, since 1931, sitting on the general purposes and area education committees. Is senior vice-president of the National Association of Administrators of Local Government Establishments (Hospitals and Institutions) and, but for the cancellation of their conference, would have become president this year.

L. C. St. LEGER YEEND joined N A L G O in 1930, when he became clerk, rating, and chief financial officer to the Paul and Phillack urban districts and revived and became secretary of the West Cornwall branch. In 1935, when the Cornwall Review Order abolished these districts, was transferred to Penzance borough and later became accountant, rating, and financial officer to the St. Austell urban district, where he developed the East Cornwall branch and was appointed its secretary. In the following year he was appointed clerk, rating, and chief financial officer to the Sodbury rural district council, where he helped to form the South Western provincial council and became chairman of the staff side. Is now chairman of the South West Gloucestershire branch, and a member of the South Western district committee and the National Whitley Council. In 1943, he was appointed a member of the N A L G O Reconstruction Committee.

We regret that the name of Mr. T. SPENCE, rating clerk, treasurer's dept., Dumbartonshire, was inadvertantly omitted from the full list of N.E.C. members published last month. Mr. Spence was appointed to the Council on the nomination of the Scottish district committee in September, 1943, when Scotland's membership of over 8,000 entitled it to four representatives and, in the absence of any rule governing election of the fourth representative, has been reappointed this year.

Obituary

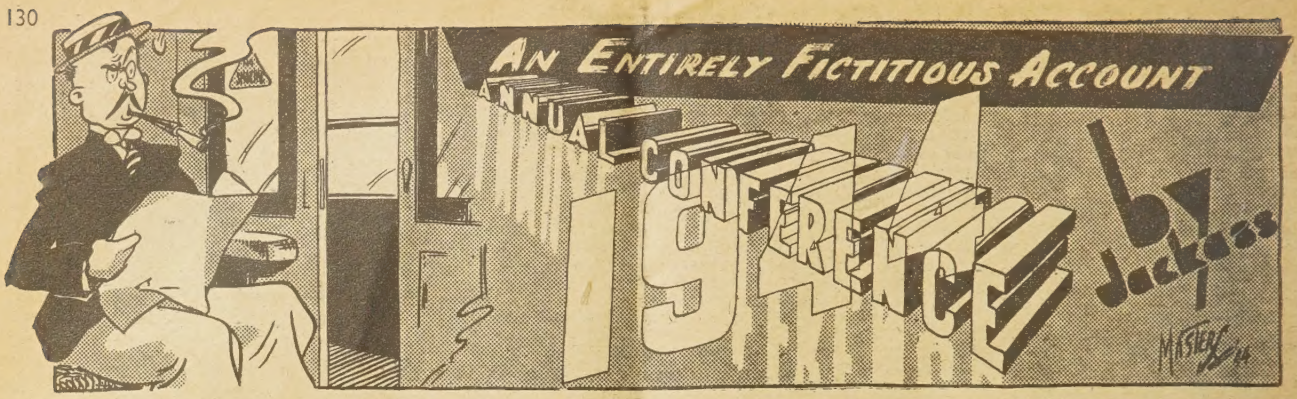
Mr. Edwin Ridley and Mr. L. J. Taylor

We regret to record the deaths of :

EDWIN RIDLEY, O.B.E., LL.B., barrister-at-law, director of public assistance, Middlesex C.C. The son of a Cumberland farmer, Mr. Ridley was prevented by delicate health—which dogged him throughout his life—from following in his father's footsteps. After a period as a bank clerk in Carlisle, he became, in 1903, a junior clerk in the office of the clerk to the guardians at Stockport, where he remained until 1921, rising to the position of second assistant clerk. In 1921 he was appointed clerk to the guardians of the Edmonton Union, one of the biggest in the country, and on the transfer of poor law functions to the county councils became director of public assistance for Middlesex.

A foundation member and past president of the county public assistance officers' society, Mr. Ridley was always keenly interested in social problems and staff conditions. In 1941 he became a member of the N A L G O Reconstruction Committee, to which his wide knowledge of public assistance, keen interest in all branches of local government, balanced judgment and wide culture proved invaluable. A man of exceptional personal charm, he will be missed by all who knew him. He died on May 18, aged 60.

LEONARD JOE TAYLOR, for 39 years an officer of Rowley Regis urban district (now borough) council and borough surveyor since 1932. Mr. Taylor was a member of the Rowley Regis branch from its formation in 1926 and was chairman in 1940-41.



INEVITABLY, in the fog of war, stratagems devised to mislead the enemy occasionally delude friends also. One instance was the announcement by a B.B.C. news-reader during the invasion that the weather "a little higher up the Channel, in the straits of Dover"—as distinct from the weather on the Normandy beaches, which could not be mentioned in case the Germans fighting there overheard—was calm and sunny. The Clerk was thereby misled into swimming from Normandy without his overcoat, and assures me that giant waves as cold as charity buffeted him all the way.

You may wonder how he came to be in France. It is a long story, and began with the pretended cancellation of our Conference, which, as everyone now knows, was merely a ruse to double-bluff the enemy. The object was to convince him that, as we were calling special attention in this way to alleged pressure on our railways, no such pressure really existed, and therefore troops were not being moved southwards. From this the astute German was expected to deduce that the invasion was not so imminent as we inferred.

That object achieved, there was really no purpose in keeping up the joke, especially since, by arranging a Conference secretly, and making sure the enemy heard of that, we could further convince him that the whole business was a bluff. So notices marked "Strictly private and rather confidential" were sent to all delegates advising them to ignore the supposed cancellation, and that Conference would be held exactly as arranged.

Unfortunately, these notices were printed on blue paper and enclosed in window envelopes, with the result that many penurious delegates—myself among them—tossed them aside unopened to wait with the rate demand, the gas bill, and other debts which had reached the blue paper stage and would therefore need priority in the list for attention next pay-day. Some really penurious delegates, whose priority class includes judgment summonses only and who scoff at blue papers possibly have not opened theirs even yet, and will be deeply mortified to learn that their annual chance to rake-off a couple of pounds on their Conference expenses has escaped them.

What saved me from the same error was that the Clerk is a man of such financial standing that blue papers remind him only of seidlitz powders, and naturally he opened his letter. Thus 5 a.m. on May 25 found us, armed to the teeth and with all projecting parts suitably padded, queueing outside Cowslip Halt, our local station, and prepared to fight our way through the expected Whitsun mob. At 8.15 we were joined by a small boy and an even smaller dog; at 9.37 by two unaccompanied dogs, one large and one small; and at 10.30 by an old lady in a bonnet. At 10.43, when the 9.45. train arrived, the boy and all three dogs departed without explanation; the old lady, who wanted the 10.15 to Buttercup Magna, sat down resignedly on a platform seat; and we, feeling rather foolish, boarded the incredibly almost empty train.

It is an eerie experience riding in a train without standing passengers and with seats unoccupied. An air of unreality pervades it, a feeling that this cannot be the London train but is probably bound for Crewe or Doncaster because the engine-driver's wife lives there. The Clerk felt this even more than I did, and spent the whole journey leaning out of the window to satisfy himself that we were still on the right route, and asking half-a-dozen porters at every station. Not until we emerged from Paddington and saw a line of empty taxis was he fully reassured.

Conference was held in the Central Hall, Westminster. I remember our last visit there, on the day after the invasion of Holland and Belgium, and how tense we all felt as we sat clutching our little gasmasks. I recall that somebody made a joke about Manchester hens and their effect on the cost-of-living index.

Perhaps Manchester has an egg-complex. At any rate, when battle was joined on the issue of increasing subscriptions, the debate developed an ornithological aspect. A F. Hutt (Manchester), ably seconded by E. G. Ariss, came out for the '45, or in other words urged deferment until 1945. The N.E.C., said Hutt, were a lot of old hens, seeking to rook branches of their golden eggs so that Headquarters could play ducks and drakes with them. He warned us that, unless their wings were clipped, it would be the Association's swan-song, and begged us not to bury our heads like ostriches in the sand. F. S. Millett (Orpington), flew supporting sweeps and Conference cackled at some of his flights of fancy.

Llewellyn, deputed to reply for the N.E.C., was so affected by these fowlish things that he brooded for some seconds before denying that the N.E.C. were seeking to feather their own nest by raiding branch nest-eggs. "Albumen—and women too—" he asserted "must bend your shoulders to the yoke of increased subscriptions." Conference preferred to "dodge the column" for another year, and approved the Manchester amendment.

After this burst of rebellion, we drifted through debates on Forces members' subscriptions, the Beveridge proposals (a discussion in which a passionate desire for the public weal was nicely tempered by some slight consideration for the future of our own social service members) to the old faithful, affiliation.

The President, impartial as always, bowed to a general demand that the N.E.C.'s motion advocating deferment should be treated as an amendment to the direct demand for affiliation submitted by Barnsley, Glasgow, Leicester, Nottingham, South Wales and Monmouthshire, and the East Midland district. Storming speeches in support by Parsons (East Midland), Hopkins (South Wales) and Foster (Barnsley), were offset by a magnificent effort from Chinn (Yorkshire district), voicing his committee's support for the N.E.C. policy of delay. Riley once again led the N.E.C. assault and I—having scraped into the N.E.C. again by a few anti-affiliationist votes—supported with, one delegate alleged, more vim than logic. I can only plead that the progress the affiliationist campaign has made during the last few years convinces me that an incorrect assumption put forward with a resounding thump on the table carries more weight with an excited Conference than a well-proven but calmly stated fact. I thumped to such purpose that the President's hammer flew off the table three times. Fortunately on each occasion it struck a prominent affiliationist.

Perhaps I overdid it. When C. N. J. Mitchell of Mid-Herts (which sounds dyspeptic) rose on a point of order to ask what all this was about, neither I nor the President could tell him—so I had to sit down. Nevertheless, the N.E.C. proposal to defer was carried on a card vote by 1,450 votes—and as the three delegates I laid low with the President's hammer would otherwise have mustered 1,704 votes against us, I can justly claim that my speech saved the day. Better judgment in the accidental use of the hammer, which could no doubt be acquired by practice, should make me an invaluable addition to the N.E.C.'s oratorical circus.

As last year, all the tension disappeared after the affiliation debate. I even saw Allen yawn during a debate on Whitleyism. The N.E.C. showed their usual non-committal readiness to have blocks of motions and amendments referred to them, and delegates their usual anxiety to short-circuit large stretches of the agenda in that way. Some amusement was caused by the impudence of a sixteen-year-old junior from Huyton-with-Roby, who tried to speak on Barnsley's motion regarding part-time training for junior officers. He admitted he was not the branch's official delegate, but pointed out that there was no junior officer present. He was of course ejected, shouting that "a lot of old jossers" had no right to vote on it.

Whether anything else of interest arose I cannot say. Much as I hate to admit it, I went to sleep. The Clerk, who always relies on me to keep him awake in committees, did the same. When we awoke, the hall was deserted. At top speed, we made for the station, to reach it just as a southbound train was leaving. The Clerk, who can on occasion produce a notable turn of speed, managed to leap into the last carriage, but I was left disconsolate, to await the next train.

To my surprise, I was the first back in Much Cowslip. Indeed, the Clerk did not return until ten days later. He claims that he had inadvertently boarded a train carrying parachutists to their secret pre-invasion assembly area, and that security reasons compelled them to keep him with them until D-day had passed. With what truth I cannot judge, he insists that he had parachuted into Normandy with them, captured Bayeux almost single-handed, and fought off three Panzer counter-attacks until our infantry arrived. To some extent, three bullet holes in his clothing confirm his story of fierce action and narrow escapes. But what puzzles me is that all three bullet-holes are in the seat of his trousers.

AT RANDOM—By "Hyperion."

Bureaucracy

"This pig-killing legislation is the most amazing I have ever heard of. If a man kills a pig he is bound to keep half of it, whether he wants to or not. He can't sell it. If he can't eat it, and wastes it, he will be prosecuted. If he gives it away, he is still prosecuted."

—*Major Humphery, Mayor of Lowestoft.*

Equanimity

Aunt Jane observed, the second time
She tumbled off a bus,
"The step is short from the sublime
To the ridiculous."

—*Hilaire Belloc*

Hopeful

ARMY DOCTOR: "Can you see anything without your glasses?"

RECRUIT: "With no glasses, I can't even hear!"

More Howlers

The sublime is a hairy deposit in a cold receptacle.

Ambiguity means telling the truth when you don't mean to.

Pope wrote principally in heroic cutlets.

A quorum is a place to keep fish.

Theory and Practice

"Before I got married I had six theories about bringing up children. Now I have six children—and no theories."—*Lord Rochester.*

Old and True

One half of the world doesn't know why the other half lives.

Philosophy

man the universal simp
follows lagging with a limp
treading on his neighbour's toes
the way the little insect goes
in a million years or more
man may learn the simple lore
of how the bees are organized
and why the ants are civilized
may even hope for to approach
the culture of an average roach
if he is humble and not smug
may emulate the tumble bug

—From "Archy's Life of Mehitabel" by Don Marquis.

"Last Straws" Department

"Yes," said the harassed woman in her little front-room shop, "there's the hens and the shop and the dog and the children and the pig and me 'usband."

—*The Countryman.*

Heard in Court

"If I want anything from my wife I have only to ask once. The answer is always 'No.'"

Local Government Post-Bag

I had occasion to visit your Sanitary Inspectors' Dept. this afternoon at the Town Hall, not having any satisfaction to a letter I sent, and what I take as one of the clerks saw me.

In reply to a statement I made to him, I was practically told that I was a liar, and when I said that if I had given my address as Park Lane instead of Watson Street I might have been attended a little better, he immediately told me that if I wasn't careful, he would fetch a doctor. As a matter of fact, he went, I did not stay to make any argument, as I deemed it foolish to talk with an official of that mentality.

Is it the usual custom for your depts. to call a doctor if anything should be said that they don't appreciate?

Wisecracks

"I never forget a face, but I'll make an exception of yours."

"I wash your feet with my hair. True, I have very little hair—but you have very little feet."

Sir Edwin Lutyens (in a letter to Lady Hardinge.)

"I often quote myself. It adds spice to my conversation."—*Bernard Shaw.*

Philosophical Note

We humans shouldn't question God's wisdom even if He did make bugs, mosquitoes, hurricanes, earthquakes, leprosy, and Hitler.

Tail-piece

She who removes a stair-rod shall be cast from the city walls and gnashed by the teeth of wolves.

—*By-laws of the Corporation of Huddersfield.*

"And this is Percy, our office-boy."

From My Bookshelf—For Yours

By EDWARD KAY

Scottish Housing.—The day has long passed when "Blue" books were dull in content and unattractive in appearance, but even among the brighter generation of official publications I have just seen one that stands out; it is called *Planning Our New Homes* and is a "Report by the Scottish Advisory Committee on the Design, Planning and Furnishing of New Houses in Scotland" (H.M. Stationery Office, 3s.). It is a model of clarity and comprehensiveness; its reading matter is what it should be—readable; it is admirably printed and illustrated; and throughout it strikes the note of common sense. Everyone interested in home planning—and that means everyone—ought to read it. It seems to cover every aspect of the subject—the kind of dwellings we need, the size of rooms, the layout of individual houses and of the towns or villages they form; the services, fitments and equipment, standards of construction and materials, and the essential items of furniture. Don't take my word for it, get this fascinating book and see for yourself.

Minding the Children.—I always like to hear people talking shop; and if they know how to put it across I like to read what they write about their jobs. It would be a good thing if public assistance officials and committee members with only a "desk" knowledge of their responsibilities would read a little pamphlet by Lucy Hayes about her work as a foster-mother in charge of a home for twelve girls—*Children's Homes and the Deprived Child* (Hillcroft College, Surbiton, 9d.). Simply and undramatically written, it gives a convincing picture of the problem of making contented and useful citizens of children who "are suffering from the greatest disability, the deprivation of the natural and rightful environment of homes and family." Miss Hayes gives sound advice on day-to-day difficulties and how to overcome them, as well as on broader administrative principles on which her practical experience entitles her to speak with authority.

A Voter's Handbook.—If the proposals of the Speaker's Conference are put into effect, 8,000,000 new voters will be added to the local government electoral roll. Many will be young people who will have given little thought to problems of local administration or indeed to politics at all. Among the agencies which will educate them (as well as many others who have long had the privilege of the franchise but have not studied how to use it to the best advantage) are the books which appear from time to time with the laudable endeavour of explaining in simple terms the complex accumulation of history and compromise which make up the governmental apparatus of this country.

Before me there lies, for instance, *Government by the People*, by M. E. Beggs and D. W. Humphreys (George Philip. No price stated). A worthy little attempt to achieve the almost unattainable, it provides a fair surface view of Parliament, the law courts, and local government system. Most of the principal facts are there and are accurately presented.

Children's Corner.—If it is important to teach our new electors the ABC of public affairs, we cannot begin too young. Nor can we go too far back in history to explain the curious forms which English administration has assumed. Mr. W. E. Tate, in *His Worship the Mayor* (Nelson, 1s), has written a book for school children in which he describes the origins of local government and suggests how his readers may trace the way in which the life of their own area has developed through the ages. He has succeeded in making a book which will evoke interest, and relate the broad trend of historical development to the place-names and events of the individual parish. Nor is the book suitable only for the very young; few of us, however profound our knowledge of current public life, could fail to learn from its pages something of the background in time to what is now familiar.

Not a Bloodhound.—The appearance of a new (the seventh) edition of Mr. Arthur Collins' *Municipal Internal Audits* (Gee and Company) will be welcomed by all who have to do with tuition for accountancy in local government; though they may be appalled that the price is now 20s. for a book of under 300 pages.

The layman will never stagger through its close-packed, almost crabbed pages—which is unfortunate. For we nearly all have to face the auditors and we ought to understand a little more of their problems and point of view. "The auditor," Mr. Collins tells us that Lord Justice Lopes said, "is a watch-dog, but not a bloodhound . . . He is entitled to assume that they (the officials) are honest, and to rely upon their representations, provided he takes reasonable care." And that—so it sometimes seems to the audited—is what too many auditors will not do; there's too much of the bloodhound about them, and they look very frightening to those who do not understand their craft. How acceptable it would be if someone could provide a lucid and colourful account of the principles of auditing, so that even the office-boy whose stamps won't add up would see what it was all about and why it mattered. But simplicity, vivacity, colour are all lacking from Mr. Collins' writing, which is a pity because, after all, it is a first-rate book of its own special kind.

MOTOR TAXATION
Reform Plan Criticised

IN his article in the June journal on the reform of motor taxation, Mr. S. R. Graydon, like so many other reformers, sets out by asserting by inference that the present system is inequitable, and he does this mainly upon the authority of representations which motor manufacturers have made to the Chancellor of the Exchequer. The motor manufacturers have asked for a modification of taxation upon private cars so that they can compete in foreign markets; I suggest that they have failed to realise the problem which confronts them.

The type of car which the Dominions, for instance, require is a high horse-powered wide wheel-based vehicle; I know, because I have driven upon their roads. But this high horse-power is not only dangerous upon British roads, it is as useless as expensive—as those who have tried to keep within the 30 m.p.h. limit with such a car will realise. The roads of Britain are not made for such vehicles, and the area of this small country will never justify the duplication of roads. There are, then, not one, but two markets, each requiring a different type of car, and the British manufacturer must [illegible] prepared to produce both types if he wishes his [illegible] considered a serious competitor.

As [illegible] laborious method which Mr. Graydon [illegible] Yo[illegible]ses to substitute for the horse-power Fra[illegible]ulation, that of "power-units" allied to the [illegible]gth of wheel-base, would prove a nightmare [illegible]or assessing officers without any compensating [illegible]gain. The seating capacity of a private car should not enter into a taxation calculation which is based upon equitable distribution of liability for the maintenance of highways. Horse-power, or cylinder capacity, is directly related to size and weight, with comparatively few exceptions, and provides the best basis.

I also take issue with Mr. Graydon on goods classification. "Carrying capacity" is an indefinable thing, but a mere calculation of the cubic capacity of a vehicle, while easy for the taxation officer, would bear heavily upon the person who carried only light or fragile goods, and would have little relation to this question of liability for the highway with which we are concerned. I agree with him upon the taxation of trailers.

In a letter of this scope I am necessarily hampered in my major criticisms and minor commendations, but if he so wishes I would be pleased to slaughter him in private.

Licence Dept., S. D. HOLTON,
Northampton C.C. Acting Chief Cashier.

Flat-Rate Tax Urged

MR. GRAYDON'S proposals do not, in my view, quite meet the need both of the Government, which must, by taxation, raise all or part of the cost of roads, and of the motor manufacturers, who must build cars suitable for their customers at home and able to compete in the world market.

To-day, and before the war, the majority of people in this country could not afford a car because of (a) the amount of taxation, (b) the cost of petrol (also taxed), (c) the cost of the car itself, and (d) the cost of garaging and repairs. By its taxation policy, therefore, the Government has prevented some people from running cars, and has thus both reduced the number of potential tax-payers and, more important, restricted the number of cars sold, thus limiting work and profit. A lower tax would have enabled more people to run cars and might thus have eventually brought in more revenue.

Moreover, the type of taxation adopted compelled manufacturers to make a car of small horse-power and low petrol consumption, yet with sufficient stamina to stand up to wear and tear and carry a load. Hence the Austin 7 and the Morris and other 8's, none of which is really a practical proposition in this country, and which are useless in the Dominions.

The system has had other disadvantages. By concentrating attention on the small car, it has encouraged highway engineers to make roads, traffic islands, etc., to its standard; and by restricting manufacturers to the home market it has deprived them of some part of the economies of mass production.

READERS' FORUM

May we again remind contributors that, while pseudonyms are allowed, all letters must bear the writer's name and address as a guarantee of good faith? Letters for the August journal must reach the editor, 24, Abingdon Street, London, S.W.1, by July 18.

The Government would, therefore, be well advised to change the basis of taxation. I suggest a flat-rate tax of £10 a year for all private cars, and £5 for motor cycles, plus £1 per seat for hackneys (omnibuses) and £1 per ten cwt. laden weight for goods vehicles. These taxes should be on a yearly basis, with no part payments for shorter periods. In addition, why not make the cost of a driving licence 10s a year to December 31, irrespective of the date on which it is taken out, thus increasing revenue and reducing prosecutions of drivers who forget to renew their licences?

Taunton. N. M. WOODCOCK.

AID THE SECOND FRONT
Blood Transfusion Appeal

WITH the magnificent news of the arrival of "D" Day comes also a host of reports in the press of how workers everywhere are responding in making certain that nothing impedes the constant supply of "everything for the front." Strikes are non-existent, production records are exceeded, and the number of blood donors goes up by leaps and bounds.

We in N A L G O are not liable to have to worry about the first and our work unfortunately does not lend itself to measurement as in the second. In the third instance, however, is a field in which we could add to our already big, if not wholly recognised, contribution to the war effort and I ask the N.E.C. —hoping, of course, that it has already done something about it—to issue an instruction to branches to aid in this recruitment of blood donors, either as N A L G O groups or in the way best suited to the local conditions.

It is true that members can now volunteer under a general scheme, but my experience is that more direct publicity is needed and that a call from Headquarters would be of valuable assistance to this very urgent service.

Glasgow. EX-SERVICE MEMBER.

TO-MORROW'S EDUCATION
Why Not L.G.O.'s as Teachers?

THE Education Bill is now well on its way to becoming law and the future machinery of schooling is set. We must think carefully and freely of the scope and content of the education we are to provide. Remember, too, the chronic dearth of teachers there will be, especially for the Young People's Colleges, whose adolescent students will not respond to the usual type of teaching with large classes and need better teachers than younger children.

As the child grows, it wants to feel that its education has a purpose behind it, that it is not education for education's sake but is part of the training for life's work so necessary if the individual is to compete successfully in the labour market and to enjoy all the activities possible to a well educated person.

Suppose that, as a matter of deliberate policy, we encouraged our art schools to decorate and apply their art to our public buildings; our technical schools to make fittings and ornaments for them; our commercial schools to study the structure and working of local industries, and so on. Would not the child be stimulated into learning and developing even the humdrum but necessary parts of education like memory training and capacity to work things out? "Patrons" are necessary for all art and research; why should not local authorities themselves act as patrons? Imagine how valuable the training would be if a school laboratory applied its chemistry experience to helping the local hospitals in tests, or engaged in soil investigation. Such a policy would make it possible to introduce a new type of teacher—the professional man, the local government officer, and the craftsman. We might find that their practical ability and experience and enthusiasm would make them better teachers than those who follow an academic routine. They are already available. Can local government officers lead the way by offering themselves to local education bodies?

16, Rodney Gardens, S. H. HASSELL.
West Wickham.

THE SERVICE IN WAR
A Warrior Replies

I HAVE recently received the March journal and read the letter from "Forgotten Comrade" comparing the local government officer at home with his colleague in the Forces.

Having been in the Territorial Army, I was called up in August 1939, and can therefore assure "Forgotten Comrade" that those least "fuddled with patriotic cliches" are in the Services. He complains that he is considered a "lucky fellow." Anyone who, even though he may work long hours, can get home occasionally is lucky—as this poor, ill-treated individual would realise were he to be deprived of all the comforts and contacts which service abroad entails.

The Association might, of course, institute the N A L G O Star with bars for fire-watching, etc., so that his efforts would not pass unnoticed by a cruel unappreciative world.

His reference the man who, "given a uniform and a pail of potatoes to peel automatically becomes a hero," I regard as in extremely poor taste, quite apart from being untrue. It would be equally true to say give a man a bowler hat and a fountain pen and he becomes a local government officer. Finally, may I refer our forgotten friend to a few lines of Marcus Aurelius beginning: "think not so much of what thou hast not, as of what thou hast," the perusal of which might help him out of the welter of self-pity into which he has sunk.

W. B. WILSON
M.E.F. (Brentford & Chiswick branch).

POST-WAR CONDITIONS
Need for Vigilance

THE cost of living is unlikely, for many years, to drop to pre-war level. After the last war, most bonuses were merged into salaries. Will this have to happen again? There will be attempts to reduce wages, and we must be alive to ruthless cuts by economy-mad councils. Local government employees have made great efforts to assist the war effort, such as longer hours, overtime, and reduced holidays. These things too must be kept in mind, or we shall find some councils anxious to continue such conditions into peace-time.

Croydon. L. J. B.

EARLIER RETIREMENT
Help to Young and Less Young

EVERY officer should be given the opportunity to retire at 60, thus increasing the chances of promotion for the younger officers. Many of the older men served in the last war, and have been carrying an abnormal load of work and responsibility during the past five years, including civil defence duties, with the result that they are suffering from strain.

Glamorgan. FAIRWATER.

Nurses' Tax Fear Lifted : The 100% Branch : Correspondents Co-operate

By "ABINGDON"

Nurses and P.A.Y.E.

I HAVE good news for those nurses who fear that they are being given a raw deal under the P.A.Y.E. scheme of income-tax collection.

The improved salary scales recommended by the Rushcliffe Committee are retrospective to April 1, 1943. Many local authorities, however, did not formally adopt them until this year, with the result that some nurses received arrears of salary under the new scale dating back to April last year. If these arrears were paid *before* April 6, 1944, they were treated as income for 1943-4 and, in common with other income for that period, were not taxed. If, however, the arrears were paid *after* April 6, 1944, they are being treated as income for the current year, and tax upon them is being deducted under the P.A.Y.E. scheme. Were this position to stand, it would be manifestly unfair on the nurses concerned.

NALGO, therefore, took the question up with the Inland Revenue authorities, and has obtained an assurance that nurses who did not receive the arrears of payment due to them until after April 6 this year will not be penalised. They will have to pay tax on the arrears since, in the words of the Inland Revenue people, "tax must be deducted from all payments of emoluments made on or after April 6, 1944, regardless of the period during which they were earned." But—and this is the important point—"it is not the intention of the Board of Inland Revenue to contend that payments to nurses under the Rushcliffe awards for the year 1943-4 will be chargeable to income-tax . . ." and ". . . any necessary adjustment will be made in the assessment after the end of the year."

In other words, nurses will have to pay tax on their arrears this year—but they will get it back next year. It sounds a roundabout procedure, but they will be no worse off in the long run. All they need do is inform the tax inspector of the position—and, if he fails to satisfy them, write to NALGO, which will take the matter up. It's just another part of the NALGO service!

Did You Know?

"*NALGO is the National Association of Local-Government Officers. It is highly organised from London and graciously allows councillors to think they are doing as they like when they are doing as they are told.*" Testimonial (unsolicited) from Ald. E. Middleton, of Barnes, in a letter to the London "Evening News."

The Ideal Branch?

HAPPIEST branch of NALGO must surely be Northfleet, Kent, despite the shocking way in which we libelled it last month, when we said that it had just achieved 100 per cent membership. In fact, Northfleet has had 100 per cent membership ever since the day of its formation 16 years ago. More than that, its employing authority is a member of the provincial council and automatically adopts every one of its awards as they are issued.

Present membership of 39 includes every permanent and every temporary officer and every officer on war service—and all of these are also members of the B. & O. Fund.

The secretary (did I hear Miss Gaywood murmur "Of course!"?) is a woman—Miss D. WALLIS.

Any rivals?

West Midlands Enterprise

AN interesting development of the plans for greater co-operation between branches, districts, and the N.E.C., first suggested in the article, "Blueprint for a Stronger NALGO" in this journal, and officially recommended by the N.E.C. in a branch circular last year, has been tried out in the West Midlands. Local correspondents of the Approved Society, Building Society, Logomia and the Provident Society from branches throughout the district met at Wolverhampton to consider how best to stimulate support of the ancillaries and to discuss problems of management, administration, and so on.

After a most useful review, in the course of which a wide variation between branches in the proportion of their members who are attached to the ancillaries was disclosed, it was decided to urge the district committee to appoint an ancillaries sub-committee. The objects of this sub-committee would be :

To act as a liaison organisation between branches, the district committee, and the committees of management of the ancillaries ; and

To stimulate and foster support for the ancillaries.

It was suggested that the sub-committee should consist of twelve local correspondents, to be nominated by branches and elected by the district committee, plus, ex officio, the chairman, secretary, treasurer and any members of the district committee who are members of the committees of management. The district committee has approved these proposals and the first meeting of the ancillaries sub-committee has been held. This strikes me as an admirable plan, well worthy of adoption by other districts. Anything calculated to break down the partial vacuum in which too many branches seem to work and to increase the contacts and exchanges of information, ideas, methods, and results between them, is bound to be beneficial.

It Pays To Be In NALGO

THE Borough of Rye, one of the ancient Cinque Ports with a population of under 4,000, has recently provided a good illustration that it pays to join NALGO. Alan Procktor, the district officer, tells me that, since they formed a branch not long ago, the staff have obtained not only the current Whitley bonus but also the previous scale *with arrears to July* 1, 1943, application has been made for the Bolton standard of war service pay—serving officers at present receive nothing—and the council has agreed to join the provincial Whitley council. Incidentally Rye is the last local authority in the South-Eastern District that is not yet making up service pay, Chichester B., Lewes B., Whitstable U.D. and Bagshot R.D. all having "toed the Bolton line" within the past few weeks.

TELL MORTONS WHAT YOU NEED

Mortons' old-established service for L.G. Officers is specially helpful these days. Ladies' and Men's Smart Attire and Footwear on approval. Extended terms at cash prices. Other Depts.: Rings, Prams, Cycles, Blankets, Mattresses, etc. Send 1d. stamp (Govt. order) for current list (or send, say, 3d. to cover future circulars also). Please state your present needs in detail, so that we may do all we can.

MORTONS

18-19, HIGHBURY PLACE (M.O.), LONDON, N.5

SHORT STORY WRITING.—Send 2½d. stamp for "Stories that Sell Today" (a special bulletin) and prospectus of world-famous course.—**Regent Institute (Dept. 190k), Palace Gate, W.8.**

MONOMARK Service. Permanent London address. Letters redirected. Confidential. 5/- p.a. Royal Patronage. Key tag, 9d. Write **BM/MONO84, W.C.1.**

BOOK-KEEPING AND ACCOUNTANCY.—Expert postal tuition. Fee 5/- monthly. Success assured at any Public Final Exam. Booklet testimonials (Stamp).—**City Correspondence College (LGS), 21, City Road, E.C.1.**

PERFECT PIANO PLAYING and Musicianship. Absorbing Literature sent to all applicants, free of obligation. My Essay, "The Mind and Music," explains the principles of the famous "Master Study" Rapid Courses. Send to-day for your copy (Postage 3d.). Address: **Mr. Percy Fenn-Macklin, Dominion House, Bartholomew Close, London, E.C.1.**

DUTTON ONE-WEEK SHORTHAND is learnt in twelve 2-hour postal lessons. Send 3d. in stamps for first lesson to:—**G. S., 92, Great Russell Street, London, W.C.1.**

HONEYMOONS AND HOLIDAYS in the West Surrey Highlands. Brochure—**MORRIS LODGE HOTEL, Gong Hill, near Farnham, Surrey** (Frensham 362).

FOREST OF DEAN, SEVERN-WYE VALLEYS.—Littledean Guest House, Littledean, Glos. Beautifully situated. 600 ft. altitude. Eighty rooms; 12 acres. Billiards, dancing, lawn games, organised entertainments. **Board residence : 4 gns. per week.**

SPARE TIME is well spent in reading for a DEGREE

● **One of to-day's problems** is that of making the best use of one's leisure hours. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a Degree; not merely for the resultant material advantages, but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

● **London University Degrees** are open to all. You need not attend the University. All that is necessary is to pass three exams. Matriculation (or, if you are over 23, the shorter Special Entrance Exam.), Intermediate and Final; you may study for these at home and in your own time.

● **Wolsey Hall Postal Courses** for the above (and also for D.P.A.) examinations are conducted by a staff of 60 University Graduates. These Courses comprise Lessons, Test Papers, Model Answers, correction of your work and solution of *all* difficulties by your tutors. A Guarantee is given that in the event of failure, tuition will be continued *free*. Fees may be spread over the period of the Course.

● **Write for free PROSPECTUS,** saying if your preference is for Arts, Science, Economics, Commerce, Law or Theology, to C. D. PARKER, M.A., LL.D., Director of Studies, Dept. RH24.

Wolsey Hall, Oxford

PROPRIETORS: DIPLOMA CORRESPONDENCE COLLEGE, LTD.

It cleans efficiently ALL types of **DENTURES**

The use of denture powder and brush for cleaning artificial teeth has proved completely satisfactory in practice, and should become a regular habit, especially after meals, in the interests of hygiene and to prolong the life of the denture.

KOLYNOS DENTURE *POWDER* is as *harmless* to the new 'acrylic' and other 'plastic' bases as it is to metal and vulcanite, yet it effectively removes all food debris and stains. From all chemists—**1/3**

KOLYNOS *DENTURE* **POWDER**

Also, where gum-shrinkage has affected the normal suction grip, KOLYNOS DENTURE *FIXATIVE makes false teeth fit firmly.*—1/3 & 3/3

BE TALLER! *Increased my own height to 6ft. 3½ ins.*

CEYLON CLIENT, aged 20, *Gains EIGHT Inches.*

OTHER PUPILS REPORT:

AGE	GAINS	IN
20	3½ ins.	16 days!
19¼	5 ins.	6 weeks!
21	5 ins.	5 months!
27½	1½ ins.	4 weeks!
34	3 ins.	6 months!
40	1½ ins.	6 weeks!
16½	passed 6ft.	mark!
18½	passed 6ft. 2in.	mark!

No Appliances—No Tablets—No Dieting.

● **ROSS SYSTEM NEVER FAILS**

Fee £2 2s. Complete. Details 6d. Stamp.

Height Specialist.

D. MALCOLM ROSS BM/HYTE, London, W.C.1.

NALGO ROLL OF HONOUR

KILLED

Bramwell, Sgt. J., parks department, Stockport.
Browning, Maj. A. J., R.A., clerk's dept., Chester (former secretary, Salop county branch).
Coggins, P./O. R. W., R.A.F., treasurer's dept., Barking.
Forsyth, J., assessor's dept., Glasgow.
Hunter, P.O./Obs. E. E., 26, A.R.P. dept., Glamorgan C.C.
Joshua, Air/Gnr. D., 21, public assistance dept., Glamorgan C.C.
Kirk, Sgt. C. W., R.A.F., clerk's dept., Romsey and Stockbridge R.D.
Laidlaw, Sgt./P., D.D., R.A.F., sewage purification dept., Glasgow.
Lane, Gnr., J. H., R.A., libraries dept., Westminster.
***Neal, F./Sgt. Nvgtr. D. R.**, R.A.F., health dept., Leicester C.C.
Parr, P./O. R. H., R.A.F., clerk's dept., Bournemouth.
Pye, Gnr./Sig. H. W., R.A., 27, treasurer's dept., Hastings.
Spikesman, Cpl. P., R.A.C., engineer's and surveyor's dept., Letchworth.
Way, Maj. W. C. T. N., Hampshire Regt., treasrer's dept., Bournemouth.
White, F./Sgt. R., R.A.F., A.R.P. dept., Kent C.C.

Out of approximately 40,000 NALGO members in the Forces, the names of 2,190 now appear on the Roll of Honour. They include :

Killed or Died on Service	**918**
Missing	**463**
Prisoners of War	**520**
Escaped prisoners	**7**
Repatriated prisoners	**18**
Decorated or Commended	**263**

Some branches are still lax in sending notifications. Will branch secretaries please notify all entries promptly ?

Wigley, A./C. 2, G. V. R.A.F., 22, architect's dept., Bucks C.C.
Wrathmell, Lt. T. B., R.E., architect's dept., Chester.

MISSING

Gigger, Sgt./P. D., R.A.F., public assistance dept., Kent C.C.
Healy, F./Sgt. J., R.A.F., treasurer's dept., West Ham.
Holland, Sgt./P. A. E., R.A.F., electricity dept., West Ham.
Mallon, F./Sgt. J. L., R.A.F., electricity dept., Stockport.
Nolan, F. T. P., R.A.F., treasurer's dept., Woolwich.
Parker, Sgt. C., transport dept., Stockport.
Pink, F./Sgt. W. F. V., Portsmouth (presumed killed).
Toner, Sgt. K., gas dept., Stockport.
Waite, Sgt./P., W. T., R.A.F., accountant's dept., Kent C.C.
Wareham, Sgt. R., gas dept., Stockport.
Watson, Sgt./A./G. R., R.A.F., 19, sanitary inspector's dept., Bannockburn.

PRISONERS OF WAR

Barton, Lt. M. C., treasurer's dept., Liverpool (Germany).
Cowen, T./Corp. S., tramways dept., Liverpool (Java).
Critchley, Cpl. J. D., engineer's and surveyor's dept., Liverpool (Germany).
Doyle, Lt. R. A., tramways dept., Liverpool (Germany).
Eales, F., treasurer's dept., Liverpool (interned in Switzerland).
Johnson, Lt. J. G., engineer's dept., Liverpool (Germany).
Johnstone, Tpr. A. W., treasurer's dept., Liverpool (Germany).
Jones, Sgt./Nvgr. R. M., R.A.F., health dept., Bournemouth (Germany).
Jones, Cpl., R. S., treasurer's dept. (rates), Liverpool (Germany).
Lally, Gnr. J., education dept., Liverpool (Germany).
Littler, Cpl. A., clerk's dept., Liverpool (Germany).
McHugh, Sgt. W. V., treasurer's dept. (highways), Liverpool (Germany).
Murray, Pte. G. R., lighting dept., Liverpool (Germany).
***Oxton, Lt. W. E.**, R.A., education dept., Liverpool (Germany).
Sharp, P./O. K. L., health dept., Liverpool (Germany).
***Still, L./Cpl. N.**, R.E., engineer's dept., Bournemouth (Far East).
Summer, Sig. J. S., engineer's dept., Liverpool (Germany).
Thompson, Cpl. A. J., treasurer's dept. (rates), Liverpool (Germany).
Tucker, P./O. A. M., R.A.F., Kent education committee.

War and Peace

O passi graviora, dabit Deus his quoque finem
—AENEID I, 199.

War brought us peace ; in tears and tribulation
In blood and sweat died feuds of creed and caste.
The flames sprung up and found a living nation,
Single, to meet its finest hour at last.

God grant to us the mercy of our purging,
Grant that the stone, thus stablished, may remain,
Lest, were it turned, lies, envy, hate emerging
Peace in her turn should bring us war again.

CHRISTOPHER HOLLIS.

Upton, Gnr. C., engineer's and surveyor's dept., Liverpool (Germany).
Wearing, Tel. F., assessment committee, Liverpool (Germany).

REPATRIATED PRISONERS

†**Morgan, Sgt. P.**, R.A.M.C., finance dept., Croydon.
***Shrive, R.**, R.A.S.C. Field Ambulance, attached to R.A.M.C., engineer's dept., Deptford.

** Previously reported missing.*
† Previously reported prisoner.

AWARDS TO MEMBERS

D.F.C.

Eaton, P./O. G., R.A.F.V.R., education dept., Stoke-on-Trent.

Grainger, F./Lt. D. N., D.F.M., R.A.F.V.R., 24, treasurer's dept., Newcastle-upon-Tyne, and son of Mr. Val Grainger, chairman of the North-Eastern district committee and a former member of the N.E.C.—for calm courage and iron determination in a difficult and dangerous minelaying mission by Mosquitoes in May, 1944. In the face of intense anti-aircraft fire, balloon defences, and considerable searchlight activity, the attack was pressed home from low level with great precision and complete success.

Moorcroft, Sqd./Ldr. B., R.A.F., housing dept., Leeds—for distinguished service and devotion to duty.

Phillips, F./O. E., R.A.F.V.R., clerk's dept., Cambridgeshire—for gallantry and devotion to duty in air operations.

D.F.M.

Dickinson, Sgt. W., R.A.F., land agent's dept., Warwickshire—though injured, he piloted a crippled bomber from Frankfurt with the bomb doors blown away and all navigation instruments destroyed, bringing the aircraft safely to its base.

Hayward, Sgt., D. F., 21, electricity dept., Hastings.

Riley, Warrant Off. J. A., 34, R.A.F.V.R., market superintendent, Stockton-on-Tees. As captain and pilot of a Stirling aircraft he displayed commendable skill and gallantry, and his example of devotion to duty has been of a high order.

D.S.M.

Welton, Petty Off. D. G., 22, R.N., health dept., Stafford — for outstanding courage, leadership and skill in light coastal craft in many daring attacks on enemy shipping.

M.C.

Lewis, Capt. A. G., R.A., weights and measures dept., Leeds—for exceptional gallantry, coolness, and devotion to duty.

M.M.

Taylor, Sgt. G. F., treasurer's dept., St. Pancras —during the assault on the Lausage feature, Cpl Taylor was platoon commander during the action. He led his platoon on to the objective in the face of fierce enemy L.M.G. fire and quickly consolidated his position, then personally directed two-inch mortar and L.M.G. fire on to a bunker position enfilading his platoon position. He showed great courage and leadership during the whole action.

M.B.E.

John, Lt. H. A., R.N.V.R., treasurer's dept (rates), Cardiff—for skill and resource in a towing operation in the Mediterranean.

Storer, Maj. T., R.E., engineer's dept., Stockton-on-Tees—in recognition of gallant and distinguished service in the Middle East.

B.E.M.

Goodwin, Sgt. A., R.A.S.C., housing dept., Chelmsford.

MENTIONED IN DESPATCHES

Anderson, Sgt. R. H., R.A.M.C., engineer's dept., Croydon—for distinguished service in the landings in Sicily.

Bentley, F./O. J. A., hospital and medical dept., Lancashire C.C.

Cousin, Capt. (temp. Maj.) **J. D.**, R.A., clerk's dept., Surbiton—in recognition of gallant and distinguished services in the Middle East.

Morris, L. A./C. P., R.A.F., treasurer's dept., Warwickshire.

Robertson, Lt. J., R.N.V.R., chief librarian Grangemouth—for special services in the Adriatic.

West, Maj. J. C., R.E., engineer's dept., Bournemouth—for gallantry and distinguished service.

Winter, Lt. T. F. A., R.N.R., architect's dept., Glamorgan, C.C.

Hospitality for Warriors

So many branches and individual members have now offered hospitality to NALGO warriors stationed in their areas that we cannot spare space to publish the list. But if members in the Forces wishing to avail themselves of the hospitality offered will write to the Editor at 24, Abingdon Street, London, S.W.1, he will do his best to obtain it for them.

Members In King's Birthday Honours List

Several members of NALGO received awards in the recent King's Birthday Honours. The following list is as complete as we could make it, but if any members have been inadvertently omitted we ask them to accept our apologies and their branches to send details, which will be published next month.

C.B.E.

Frank Arthur Hughes, director of education, Staffordshire (a vice-president of the Staffordshire branch).

Harry Hooper Tomson, town clerk of Salford (president of Salford branch.)

O.B.E.

Richard Alfred Hardwick Livett, A.R.I.B.A., chief billeting officer and housing director, Leeds (a vice-president of Leeds branch).

Harold George Reed, town clerk and A.R.P. controller, Deptford (president of Deptford branch since 1938, and forty years with the borough council).

Colin Donald Ross, executive officer, Devonshire war agricultural executive committee (member, Devon county branch).

M.B.E.

Reginald James Atkinson, lately chief sanitary inspector, surveyor, and architect, Evesham R.D.C., (formerly a prominent member of Evesham R.D. branch).

John Liddell, chief assistant to the town clerk and deputy A.R.P. controller, Greenock.

Charles Paul Oxley, chief billeting officer, Weston-super-Mare (member of Weston-super-Mare branch executive committee).

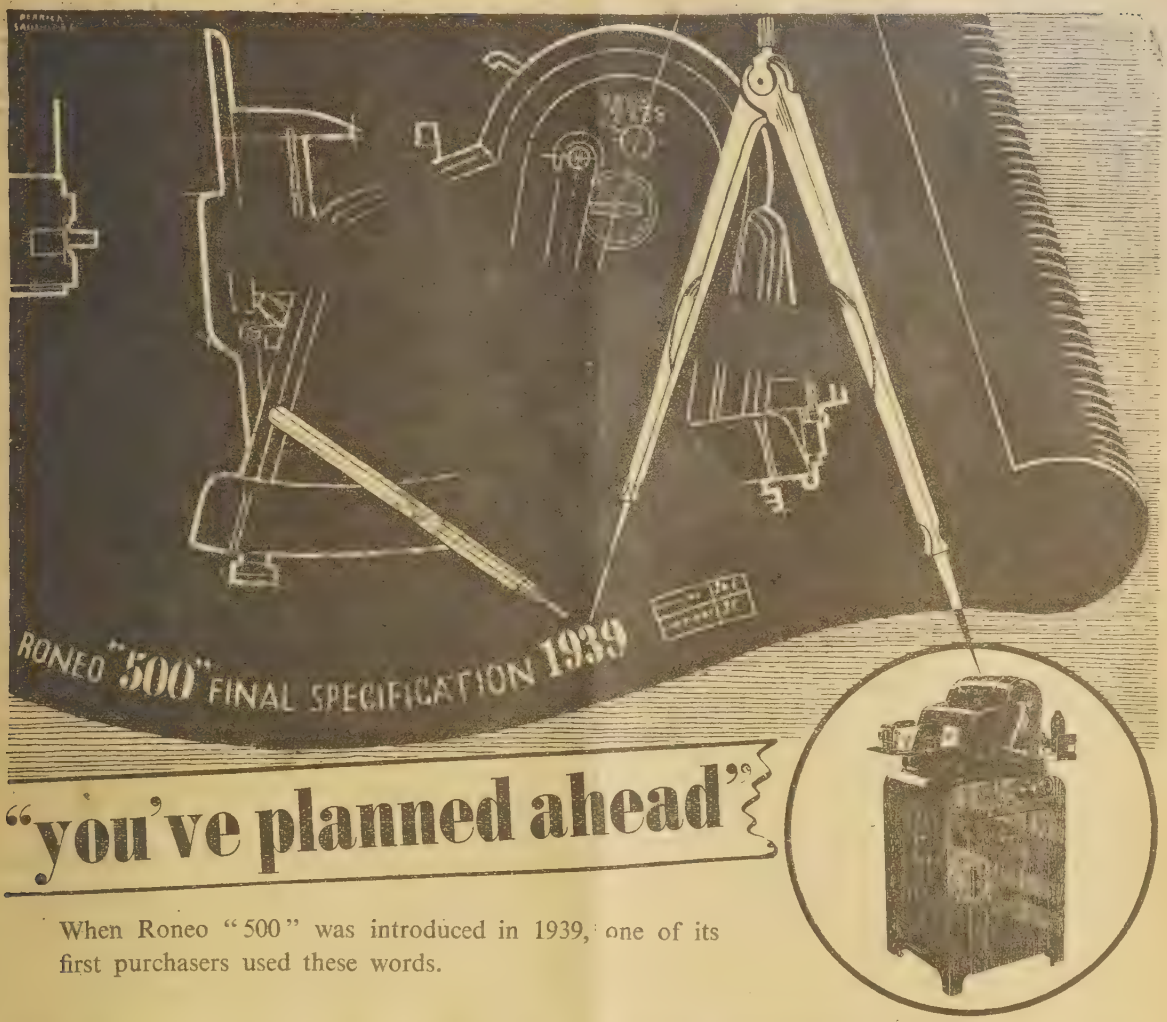
Leonard Albert Rhodes, A.M.Inst.C.E., deputy engineer, River Severn Catchment Board (member, Worcestershire branch).

Sidney Taylor, F.S.A.A., honorary secretary, Smethwick Savings Committee (founder-member and former president, Smethwick branch).

Ernest Arthur Ash, officer-in-charge, civil defence report and control centre, Exeter (for many years, until he resigned last May, secretary of Exeter branch).

Ernest William Carter, master, Mountsorrel Public Assistance Institution (member, Leicestershire branch).

The M.B.E. has also been awarded to a former member, **Geoffrey King**, hon. secretary of the Nottingham War Finance Campaign Committee who, before taking up an appointment outside local government, was for 20 years in the education department at Nottingham.



"you've planned ahead"

When Roneo "500" was introduced in 1939, one of its first purchasers used these words.

Now tested and proved by nearly 4 years hard war service, it stands pre-eminent as the foremost machine of its particular type. Its advantages of economy in time, labour and materials have already proved a boon to councils working under increased pressure and with depleted staffs. As in war, so in peace, Roneo "500" will play no mean part in this work of planning a better community. That is why it will pay you doubly, when planning the replacement of duplicating equipment, to

call in RONEO 500 and do the job properly

RONEO LIMITED, 17 SOUTHAMPTON ROW, WC1 . HOLBORN 7622 . BRANCHES THROUGHOUT THE COUNTRY

SCOTTISH NOTES

Public Relations Vital to Salaries Drive Progress

NEGOTIATIONS on the new basic minimum salary scales under the grouping scheme are proceeding. Within the next few months we shall have obtained more reasonable minimum salaries for most of our members in Scotland.

The end of these negotiations will mark the beginning of an effort to develop our policy on the major issue of comprehensive and progressive salary scales for every officer. Every Whitley council in England has provided scales of this kind ; some have been in being for nearly 20 years.

The Scottish Industrial Council has so far not appreciated its full scope or proper functions. The smaller issues only have held its attention. It may well be that we are to blame in some way ; perhaps both sides should share the blame. But we cannot any longer delay in persuading the council that its activities must be extended and its policy developed along lines similar to those being followed in England.

Development of this kind is not merely in the interests of those at home. It is a responsibility we have for our members now in the Forces. Many of our colleagues have been away for several years. Their future careers and conditions are in our hands. Their return to duty must be made under conditions which will offer them reasonable prospect of leading a decent and useful life, of making their own contribution to the solution of the problems which will face mankind. They cannot make this contribution unless their minds are free from anxiety.

The main responsibility lies with the Joint Industrial Council, particularly with our own representatives on the employees' panel. There is, however, an individual responsibility on the part of each of our members.

There are some who think that the Association's public relations policy is wholly academic and secondary to our economic policy. Never was there greater fallacy.

A sound and well-conceived public relations policy is a prime necessity. On it depends the success of our economic policy. Local government has suffered from apathy. Its progress and development has been hampered. Until the public is made aware of the functions of the local authority, its work, its capacity for improving social conditions, and the nature and extent of the duties of the local government officer, it will never be able to appraise the value of our work. Only when the public does fully appreciate the value of our work shall we get adequate conditions of service.

Branches, therefore, should make a serious effort during the coming months to plan their public relations policy so that it may coincide with our efforts to improve salaries and conditions of service.

Service Conditions

Glasgow has amended its war service pay scheme by disregarding the earnings of members' wives.

Motherwell has agreed to an increase of salary for an officer in the social welfare department.

Aberdeen C.C. has increased the hourly rate for overtime to 2s.

Applications for salary review have been made to **Hamilton** and **Motherwell** town councils.

Membership Still Rising

Dumfries now has a membership of 176—an increase of 133⅓ per cent since the annual meeting.

Scottish Eastern Border Counties reports a 50 per cent increase.

Dunfermline Burgh staff have decided to form a separate branch from August 1.

More Than 200 Authorities Enter Whitleyism in Five Months!

One of the first-fruits of the reconstitution of the National Whitley Council has been a great increase in the number of local authorities which have become members of their appropriate provincial councils and have thus undertaken to participate in the system of collective bargaining.

The National Council was formally reconstituted in November, 1943, and shortly afterwards the associations of local authorities invited all other members not yet taking part in Whitleyism to do so. Since January 1, more than 200 local authorities have come in—compared with 71 in the whole of 1943—and today, out of 1,530 local authorities in the country, 940 are members of provincial councils. This year's recruits, whose ranks continue to increase daily, include :

COUNTY COUNCILS

Anglesey	Cumberland	Merioneth
Berkshire	Flintshire	Montgomery
Cardiganshire	Gloucestershire	Radnor, Surrey
Carmarthenshire	Hampshire	Westmorland
Cornwall	Isle of Wight	West Riding

COUNTY BOROUGHS

Burnley	Doncaster	Newport
Cardiff	Dudley	Rotherham
Darlington	Huddersfield	Smethwick
	Middlesbrough	

BOROUGHS

Abergavenny	Maidstone	Rye
Bexhill	Mitcham	St. Albans
Brackley	Newport (Isle of Wight)	Shrewsbury
Faversham	Pudsey	Wells
Kidwelly	Ramsgate	Wimbledor
Maidenhead		

URBAN DISTRICTS

Abercarn	Kirkburton	Rhymney
Amlwch	Knaresborough	Ripley
Ashby Woulds	Leatherhead	Ripponden
Bourne	Littlehampton	Rushden
Brigg	Maesteg	Scalby
Broadstairs and St. Peters	Maltby	Sevenoaks
Caterham and Warlingham	Melksham	Sheerness
Crayford	Newhaven	Sherborne
Cwmbran	New Hunstanton	Shildon
Dodworth	Newport	Shoreham-by-Sea
East Grinstead	Oadby	Stocksbridge
Egham	Orpington	Usk
Esher	Penrith	Wellingborough
Festiniog	Portslade-by-Sea	Wilmslow
Garforth	Queensbury and Shelf	Winsford
Holywell		Witham
		Wymondham

RURAL DISTRICTS

Abingdon	Hatfield	Rhayader
Alcester	Haverfordwest	Richmond
Ashbourne	Henley	Ripon and Pateley Bridge
Atcham	Hexham	Rochford
Aylesbury	Hiraethog	Romney Marsh
Bakewell	Hitchin	Runcorn
Barnack	Holywell	St. Albans
Barrow-on-Soar	Honiton	St. Faiths and Aylsham
Billesdon	Hungerford	St. Neots
Bingham	Isle of Wight	St. Thomas
Bradford and Melksham	Kerrier	Scarborough
Braintree	Kettering	Settle
Bridgwater	Ketton	Sheppey
Bridlington	Lexden and Winstree	Shepton Mallet
Brixworth	Llandilo	Skipton
Buckingham	Loddon	Startforth
Bucklow	Ludlow	Stockton
Caistor	Luton	Stratford-on-Avon
Ceiriog	Lutterworth	Strood
Chailey	Macclesfield	Swale
Chapel-en-le-Frith	Magor and St. Mellons	Tamworth
Chichester	Maidstone	Tavistock
Clown	Market Bosworth	Teifiside
Clun	Martley	Thornbury
Cricklade and Wootton Bassett	Melford	Thingoe
Daventry	Mere & Tisbury	Tiverton
Docking	Midhurst	Tonbridge
Dolgelly	Nantwich	Towcester
Dunmow	Narberth	Ulverston
East Ashford	New Forest	Walsingham
East Dean	Newmarket	Warmley
East Kesteven	Nidderdale	Warrington
East Retford	Northallerton	Wellingborough
Eltham	Northampton	Welton
Ely	North Cotswold	Wetherby
Eton	Oakham	Windsor
Flaxton	Pershore	Witney
Gloucester	Petworth	Worksop
Guildford	Pontardawe	Yeovil
		Ystradgynlais

B. and O. Fund's £26,300 Breaks All Records!

BRANCHES, districts, and individual members broke all records in their contributions to the Benevolent and Orphan Fund last year, attaining the magnificent total of **£26,312 12s. 8d.**—**£2,500** more than the previous record, set up in 1942. For the fifth year of war, in which one-third of the Association's membership is in the Forces and opportunities for raising money by social activities are restricted, this is a remarkable achievement. Thanks to it, the Fund now has a useful surplus. But that fact affords no excuse for any slackening of effort, since claims are certain to increase substantially after the war.

Winners of the trophies awarded for the highest average contribution per member are :

1. **"Sir Homewood Crawford" Shield—Southern district with a collection of £1,404 15s. 5d., equivalent to 5s. 5d. for each of its 5,150 members ;**
2. **"Viscount Wakefield" Shield—West Midland district, with £2,202 18s. 7d., equivalent to 5s. 3d. for each of 8,300 members ;**
3. **"Bridlington" Cup—North Eastern district, with £1,789 16s. 3d., equivalent to 5s. 1d. for each of 7,043 members.**

Contributions from other districts were :

DISTRICT	TOTAL £ s. d.	MEMBERS	AVG. s. d.
South Wales ..	1,532 19 4	6,339	4 10
Yorkshire ..	3,200 8 3	14,137	4 6
South Eastern ..	1,137 14 1	5,068	4 6
North Western ..	4,967 0 0	24,321	4 1
South Western ..	1,372 1 0	6,642	4 1
Metropolitan ..	4,659 19 11	22,960	4 0
Eastern	1,177 3 8	5,814	4 0
East Midland ..	1,463 13 6	8,867	3 4
Scottish ..	1,404 2 8	9,552	2 11

Four branches qualified for the Diploma of Merit awarded when their total contributions reach £1,000 :

Cornwall	£1,070 1 5	Harrogate	£1,041 11 6
Heston and Isleworth	£1,049 12 7	Aberdare	£1,008 16 4

In addition, the following new branches qualified for special mention on increasing their total contributions by a further £1,000 :

Sheffield	£7,129 17 4	Glasgow	£2,193 9 0
Hampstead	4,108 2 0	Brighton	2,042 2 7
Bolton	3,169 9 2	Croydon	2,035 6 9
Bristol	3,059 6 7	Leicester	2,017 0 7
Devon C.C.	3,049 5 2		

Interesting recent contributions to the Fund include :

£3 3s. from six nurses at **Halifax** in recognition of the benefits they obtained from the Rushcliffe Award ;

£20 from **Batley** branch in commemoration of the 25th anniversary of its formation ;

£3 from **Havant and Petersfield**—the amount it would have saved had Conference been held, by reason of the fact that it sent the name of its delegate too late (a graceful amende, but not a practice we would encourage, even for the Fund !) ;

£26 5s. proceeds of a play written and produced by a member of **Northampton** branch ;

£5 5s. from **Tadcaster**, in memory of two members killed on active service ; and

£20 from **Stafford Borough Council**, part of the profits from Sunday cinemas.

Dances, draws, whist drives, raffles, and the like continue to be popular and effective devices for raising money. Recent contributions from this source include :

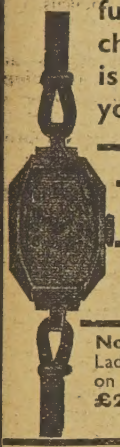
Bingley, £10 (dance) ; **Birmingham, £30 ;** (dances and whist drives organised by the staff of **Maryhall Colony**) ; **Blackpool, £4 19s. 6d.** (dance) ; **Bournemouth, £80** (dance) ; **Derbyshire, £5** (draw for savings certificates) ; **Fife, £46 12s. 2d.** (competition at Lochgelly and three socials at Dunfermline) ; **Gloucester £24 5s.** (bowls tournament, football competition, and annual ball) ; **Keighley, £3 12s. 6d.** (raffle of lemons) ; **Lanarkshire, £36 3s. 6d.** (free gift scheme gift organised by women's sub-committee) ; **Lewes, £10** (dance by officers of Cuckfield U.D.) ; **Lichfield, £10** (dance) ; **Llandudno, £31 2s. 8d.** (dance and 10s. prize money won by two members in a bowls competition) ; **Minehead, £4 11s. 3d.** (weekly sweepstake and draw) ; **Tottenham, £5 5s.** (raffle of tea-cosy) ; **Wakefield, £70** (dance and draws for savings certificates and silk stockings) ; **West Cornwall, £52 8s. 10d.** (dances by **Falmouth** and **Camborne-Redruth** sub-branches, the latter organised by the Home Guard) ; **Westmorland, £20 0s. 6d.** (social) ; **Worthing, £100** (two dances).

Other branches have sent contributions from branch funds :

Bilston, £5 5s. ; Gillingham, £15 15s. ; Harrogate, £5 5s. ; Hemsworth, £5 5s. ; Heston and Isleworth, £50 ; Normanton, £3 3s.

WATCHES

We can still supply your needs, but the future is uncertain so advisedly purchase today. Our 60 years reputation is behind every watch sold; this is your best assurance of satisfaction.



'Phone: South Godstone 2165.

PROTECTIVE MONTHLY PAYMENT TERMS

DEPARTMENTS: Jewellery, Watches, Plate, Cutlery, Ladies' Clothing, Furs, Fur Coats, Lingerie, Footwear, Furnishings.

No. 527. Gold Fancy Smart Ladies high grade lever watch on cordette band.
£20:6:8.
MONTHLY 40/-

Send 2d. for this and next issue of our catalogue.

No. 3032. Gents 9-ct. Round Design Non-magnetic Lever Movement, Shockproof, Luminous Dial. £29.
MONTHLY 40/-

E. J. FRANKLAND & CO., LTD.

(DESK L), MARLE HOUSE, SOUTH GODSTONE, SURREY.
LONDON SHOWROOM: NEW BRIDGE STREET HOUSE (opposite P.O.), NEW BRIDGE STREET, LUDGATE CIRCUS, E.C.4.
Hours of Business: 9-5. Saturday 9-12. 'Phone: CEN. 2188.

Thousands of School of Accountancy Students have risen from the ranks to

SUCCESSFUL CAREERS

J. D. C. MACKAY
Principal

as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Heads of Departments, Stores Controllers, Cashiers, Local Government Officers—Municipal & County Council Treasurers & Accountants, Secretaries, Public Assistance Officials, Departmental Chiefs, Chief Clerks—and in other Executive Appointments at

SALARIES FROM £300 to £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

Send for this 180 page FREE GUIDE to Careers

which is the most valuable book on Careers in Commerce, Industry, Banking, Insurance and Local Government Service ever published.

Like thousands of other men and women you can date success in your career from the day you send for this free book.

Read the brilliant and inspiring records of The School's Students, certified by a Chartered Accountant, in every branch of administration and in Matriculation, Professional and Commercial Examinations. Courses in Business Training for youths and young ladies are featured in the Guide. Learn how you can obtain the benefit of the Principal's advice on your career free.

The School provides the most efficient postal tuition for all University Matriculation and Entrance Examinations, all Preliminary Examinations of Professional Societies, and the B. Com. Degree.

THE SCHOOL OF ACCOUNTANCY

100 REGENT HOUSE, GLASGOW, C.2
SHELL HOUSE, JOHANNESBURG

Portrait of a perfect chord

Every note that comes over the direct line from the B.B.C. to a Rediffusion area has its own portrait. It brings it, like a passport photo, from the studio. The note—and its portrait—must remain undistorted until it reaches the listener. Like a passport officer the Rediffusion engineer sees that it *does*. That gives a new simplicity to listening. For the Rediffusion subscriber a switch in the wall turns on his programme at will. All the worries of wireless have gone; all the enjoyment remains. *More* enjoyment. Because Rediffusion gives programmes a quality that few homes have ever known before. A wired broadcasting service that links the home direct to the B.B.C. by private wire, it introduces perfect radio reception without a receiving set. After the war it will be available for subscribers in any area wired for Rediffusion.

REDIFFUSION

Issued by BROADCAST RELAY SERVICE LTD.
PROPRIETORS OF REDIFFUSION SERVICES AND MANUFACTURERS OF COMMUNICATION EQUIPMENT, VICTORIA STATION HOUSE, VICTORIA STREET, LONDON, S.W.1 TELEPHONE VICTORIA 8831

NORTH-WESTERN AND NORTH WALES

Walton-le-Dale U.D. has agreed to the formation of a staff joint committee.

Blackburn C.B. has decided to pay 90ths for each year of non-contributory service for superannuation purposes.

St. Helens C.B. and **Widnes B.** have asked the provincial council to submit proposals for the re-grading of the staff.

NORTH EASTERN

The North Eastern Provincial Council has adopted a scheme of **sick pay regulations** providing, subject to conditions, for sickness allowances in any period of 12 months on the following scale :

After six months' and up to five years' service—three months' full pay and three months' half pay ;

Five to ten years' service—four months' full and four months' half pay ;

Ten to 15 years' service—five months' full and five months' half pay ;

Over 15 years' service—six months' full and six months' half pay.

The scheme has been approved by the National Whitley Council, subject to reconsideration of a clause dealing with the method of calculation.

The provincial council appeals committee has decided in favour of a claim for the regrading of two women officers with **Seaham U.D.**

The **North Eastern Joint Board for the Mentally Defective** has granted an application for an increase in the salary of an uncertificated teacher by £35 5s. p.a.

Ryton and **Spennymoor U.D.** and **Sedgefield R.D.** have adopted the provincial council's scales of salaries.

Spennymoor U.D. has increased the salary of the part-time clerk from £300 to £350 rising to £400 p.a.

EAST MIDLANDS

Kirkby-in-Ashfield U.D., on the application of the Association, has adopted the provincial council scales of salary (scale 1).

Leicester C.B. has decided to grant three weeks' annual holiday to women officers receiving a basic salary of £250, or who have 20 years' service.

WEST MIDLANDS

Salop C.C. has adopted scale 2 of the provincial council scales for women staff.

SOUTH EASTERN

Maidstone B. has adopted the current Whitley council bonus agreement.

Hollingbourn R.D. has adopted the current bonus agreement, this being the first time the council has observed a Whitley council recommendation.

Horsham U.D. has adopted a new grading scheme based on the provincial council's scales.

Whitstable U.D. and **Bagshot R.D.** have adopted the Bolton scale of service pay supplementation, after representations by the district officer.

Horsham and District branch has increased its membership by 50 per cent this year.

"I said, if you don't keep your cockerel quiet I shall complain to the town hall!"

SOUTHERN

Maidenhead B. has adopted the provincial council salary scales.

Witney R.D. has adopted the provincial council salary scales and a grading scheme.

SOUTH WESTERN

Kingswood U.D. has adopted the provincial council salary scales.

Sherborne U.D. has adopted the following salary scales for men and women permanent officers, together with a grading scheme submitted by the district officer:

General, clerical, and administrative—Grade 1 : £80 (at 16) × 15—£170 (at 22) ; Grade 2 : £185 (at 23) × 15—£260 (at 28) ; Grade 3 : £270 × 15—£345 ; Grade 4 : £365 × 15—£425 ; Grade 5 : £440 × 20—£500. (Promotion to Grade 2 is subject to satisfactory report.)

Professional and Technical—Grade A : £270 × 15—£360 ; Grade B : £380 × 15—£425 ; Grade C : £440 × 20—£500 ; Grade D : £520 × 20—£580 ; Grade E : £600 × 25—£700. (Any two grades, other than A, may be bracketed to suit requirements of the departments.)

Newton Abbot R.D. has adopted the provincial Council scales.

Second-hand Text-books Wanted

MANY members must have on their shelves local government text-books which they no longer need, but which others do and cannot now get.

The Nalgo Students' Lending Library is willing to buy a limited number of the following books in good condition at the prices quoted. Editions earlier than that stated are not wanted.

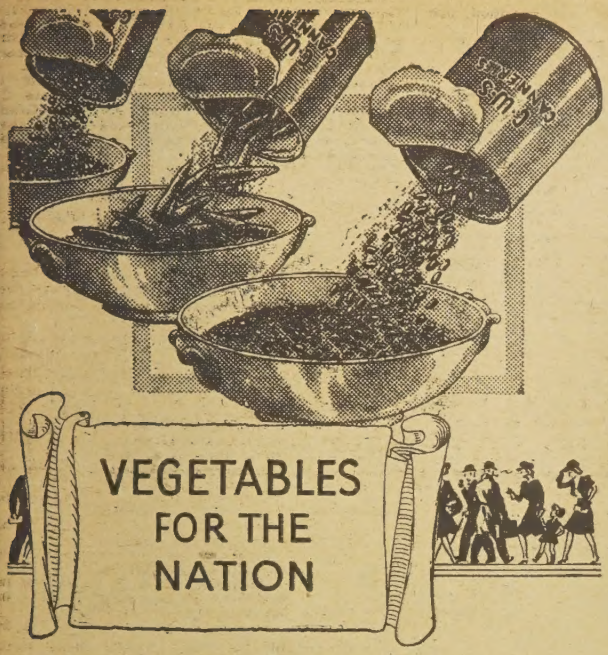
Author.	*Title.*	*Edition.*	*Price.*
FRANCIS	Modern Sewage Treatment	—	16s. 0d.
CLARKE	Social Administration ..	3rd	10s. 0d.
ELFORD	Organization of a Municipal Engineer's Dept. ..	2nd	7s. 0d.
OXENHAM	Handbook of Municipal Engineering Law ..	2nd	3s. 6d.
THOMSON	Modern Public Cleansing Practice	2nd	7s. 0d.
ADAMS	Waterworks for Urban and Rural Districts	2nd	10s. 0d.
MOSS	The Relieving Officer's Handbook	7th	10s. 0d.
FINER	English Local Government	—	14s. 0d.
SMELLIE	100 Years of English Government	—	10s. 0d.

Members able to supply any of these books should write first to the Education Secretary, NALGO, 24, Abingdon Street, London, S.W.

Cost of Living Unchanged

The Ministry of Labour cost of living index stood unchanged last month at 200, representing an increase of 29 per cent since the outbreak of war.

NALGO HEADQUARTERS—All correspondence to the General Secretary, NALGO, 24, Abingdon Street, Westminster, London, S.W.1 (WHitehall 9351).



Choice vegetables, wholesome and appetising used to flow in abundance from the C.W.S. Canning Factories. They went to the 9,000,000 Co-operators by way of nearly one thousand Co-operative Societies.

To-day such things are rare, but they will come again. Mem.—C.W.S. Canned Beans in Tomato Sauce are delicious. Ask for them at your Co-operative Store.

CO-OPERATIVE WHOLESALE SOCIETY LTD

GN 1652 T

FURS AT ALMOST PRE-WAR PRICES

A most attractive Coat of OCELOT CONEY

£24

payable, if desired, £9 down and five monthly payments of £3

Illustrated Catalogue posted on receipt of 1d. stamp.

UNITED FUR FACTORS

20 Piccadilly Mansions
(17, Shaftesbury Avenue)
Piccadilly Circus, London, W.
Phone: Gerrard 3263

EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)
Meat and Food Inspector
Relieving Officer
Institution Officers
Clerical Assistants
A.R.V.O. ● A.M.I.C.E.
Inst. M. & Cy. Engineers
College of Preceptors Certifs.
London Matric. & B.Sc. (Eng.)
Chartered Surveyors' Institution
A.R.San.I., M.R.San.I.
Diploma M.R.I.P.H.H.
Chart. Institute of Secretaries, etc.
A.M.I.Mech.E., A.M.I.E.E.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full

POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Past Record in all examinations is consistently well over 90 per cent, and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our new Municipal Guide, which will be gladly sent free and without any obligation whatever on your part while stocks last.

CHAMBERS COLLEGE
Dept. 212
148, HOLBORN
LONDON, E.C.1

COUPON
CHAMBERS COLLEGE (Dept. 212)
148, Holborn, E.C.1.
Please send me your MUNICIPAL GUIDE
NAME .....
ADDRESS .....
.....
Exam. in which interested .....
.....
(1d. stamp only required if unsealed)

A Great Name in Peace & War

WINEGARTENS

Half a Century of Service

IT may be a truism to repeat that "There is a war on." But war or no war the House of Winegartens have remained consistently true through many decades to their time-honoured traditions of "Quality, Value, Service."

Courtesy costs nothing. Yet there seems to be no overplus in war-time of this desirable commodity. Not so at Winegartens, where the customer at all times is regarded as a valued friend rather than an economic cypher. We value such friendship and our mail bag proves how cordially it is reciprocated. This regard is particularly pronounced between members of the Local Government Service and ourselves.

Winegartens' stocks even today remain notably comprehensive. For example:—

WATCHES: Winegartens' precision Watches are renowned throughout the Empire and on the seven seas. If a new Watch is an urgent necessity we can supply it, otherwise keep your old Watch in service. Before discarding send it to us and we will advise you. We are still maintaining our Watch repair dept., working, as will be appreciated, under great strain, but all the same with great success.

● **ENGAGEMENT RINGS, WEDDING RINGS and SIGNET RINGS.** We hold one of the largest selections in the country.

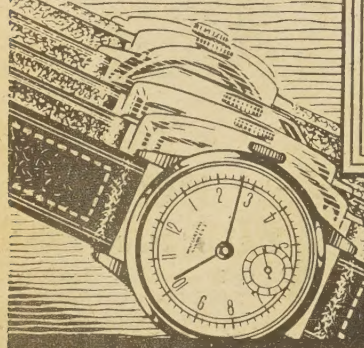
● **CUTLERY.** Fitted canteen cabinets in our pre-war grades are still available. Also **Silverware, Pewter and Plate.** The Winegartens range is still astonishingly attractive.

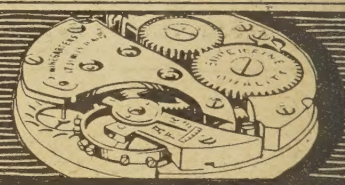
The 20% cash discount to Local Government Officials and members now serving in H.M. Forces still applies for most goods, with notably few exceptions. Apply for Privilege Ticket, stating official dept. (The N.A.L.G.O. Card will also suffice.)

Catalogues. The issue of Catalogues has been temporarily suspended. A personal visit is recommended, but orders by Post can be concluded with equal satisfaction. Write us your requirements as detailed as possible and we will answer with particulars and quotations. Goods ordered by Post, if not suitable, money refunded in full.

Hours of Business: Monday to Friday—9.30 a.m. to 5 p.m. Saturday closed all day.

Order by post if you cannot call. Write us your requirements as detailed as possible and we will answer with particulars and quotations.





157 ★ BISHOPSGATE ★ LONDON ★ E.C.2.

TELEPHONE • BISHOPSGATE 1786 (12 LINES)

AN AUTHORITATIVE 100 pp.

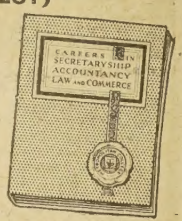
GUIDE TO CAREERS

(SENT FREE ON REQUEST)

is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams., for Professional Preliminary Exams., Matriculation, London University Degrees, **DIPLOMA IN PUBLIC ADMINISTRATION,** and many (non-exam.) Courses in business subjects, etc.



INVEST IN YOURSELF—IT PAYS!

Write to-day for the FREE "Guide to Careers," which shows plainly how to secure that advancement upon which your future happiness depends. Mention exam. (if any) in which you are interested.

METROPOLITAN COLLEGE

(G3/2), ST. ALBANS

Shavallo

LATHER SHAVE

IN POTS 1/3

SV 134-961

JOHN KNIGHT LTD., E.16

DUNLOP & RANKEN LTD LEEDS

Tel. 27301 (20 LINES)

FOR EVERYTHING IN STEEL

Printed and published by THE AMALGAMATED PRESS, LTD. (Printing Works), Sumner Street, London, S.E.1, for the Proprietors, THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS, 24, Abingdon Street, Westminster, S.W.1.